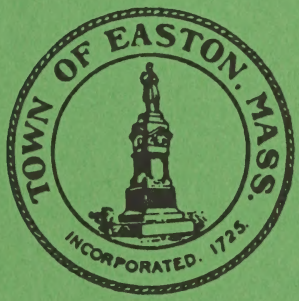
ANNUAL REPORT

OF THE

TOWN OFFICERS

OF THE TOWN OF

EASTON



FOR

1988

TOWN OF EASTON

Incorporated	1725
Area of Town	29.04 square miles
Population	18,079 (1985 State Census)
Form of Government	Town Meeting
Total Assessed Valuation as of January 1, 1987	$649,135,335
Councillor — Second District	Christopher A. Iannella, Jr., Boston
Senator — Norfolk and Bristol District	William R. Keating, Sharon
Representative in General Court —	
First Bristol district — Prec. 1, 2, 5	William B. Vernon, Mansfield
Eighth Plymouth — Prec. 3, 4	Jacqueline Lewis, Bridgewater
Representative in Congress — Ninth Congressional District	John Joseph Moakley, Boston
United States Senators	John F. Kerry Edward M. Kennedy
Town Meeting	Second Monday in April
Town Election	Fourth Monday in April

ANNUAL REPORT

OF THE

TOWN OFFICERS

OF THE TOWN OF

EASTON

FOR

1988

In Memoriam

John I. Lowndes
Former Town Accountant

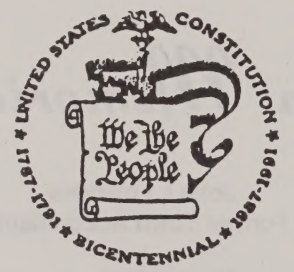
Walter O. Davis
Former D.P.W. Director

Helen K. Stickles
Former Member, Council on Aging

Carl W. Hanson
Former Member, Council on Aging

In recognition of the services of these dedicated citizens who performed their civic duties with enthusiasm and pride.

Easton feels the loss of these devoted cistizens who gave so generously of their time. Their sense of duty and good fellowship is sadly missed by their associates and the community for whom they served.



EASTON TOWN REPORT

1988

On February 7, 1788
Massachusetts became the sixth state
to ratify the United States Constitution.
The vote was 187 to 168.

Easton's delegate 'Captain Ebeneser Tisdall'*
voted nay.

***Also spelled 'Captain Ebenezer Tisdale'**

TOWN OFFICERS

1988 — 1989

	TERM EXPIRES
MODERATOR	
Richard C. Dailey	1991
DEPUTY MODERATOR	
John A. Keach, Jr.	1991
John F. Creedon	1991
SELECTMEN	
William D. Hardin	1990
John J. Kent	1989
William E. Morgan	1989
James D. Mullen, Jr.	1991
Leo R. Harlow	1991
TOWN ADMINISTRATOR	
Kevin E. Paiicos	
ASSESSORS OF TAXES	
Harry W. McCabe	1990
Charles C. Willis	1989
John A. Keach, Jr.	1991
Anne M. Carney, Assistant Assessor	
TOWN CLERK	
Esther C. Anderson	
ASSISTANT TOWN CLERK	
Janet T. Andrus	
TREASURER AND COLLECTOR	
Cynthia M. Curry	
SCHOOL COMMITTEE	
Christine E. Margulies	1990
Paul A. Olean	1990
William J. Gloekler	1989
Donald E. Anderson	1989
Carla A. Goodwin	1991
SUPERINTENDENT OF SCHOOLS	
George P. Lane	
ASSISTANT SUPERINTENDENT OF SCHOOLS	
Andrew Miller, Jr.	

TOWN ACCOUNTANT
Ernest R. Camara

TOWN ATTORNEY
Martyn H. Lincoln

DEPARTMENT OF PUBLIC WORKS
Howard Shaevitz, Director

SUPERINTENDENT OF STREETS
Edward C. Jacobson

ASSISTANT SUPERINTENDENT OF WATER DEPARTMENT
John J. Marsh

CHIEF OF FIRE DEPARTMENT
and FOREST WARDEN
David W. Brown

DEPUTY FIRE CHIEF
Kenneth F. Hurley

CHIEF OF POLICE
Walter Healey

DEPUTY POLICE CHIEF
Kenneth F. Hurley

CONSTABLES

Roger T. McGloin
Phillip A. Pierce
George A. Mather
Kenneth Heenan

DOG OFFICER
Katherine J. Quinn

SEALER OF WEIGHTS & MEASURES
Barry L. Woodworth

VETERAN'S AGENT
Dolores M. Kent

ANIMAL AND MILK INSPECTOR
John D. Melin

CIVIL DEFENSE
Donald S. Winship, Jr., Director
Warren E. Winship, Assistant Director

BUILDING DEPARTMENT
John A. Pires, Building Inspector and Zoning Enforcing Officer
George A. Duhamel, Jr., Deputy Building Inspector

WIRING INSPECTOR
Albert M. Grenier

ASSISTANT WIRING INSPECTOR
John F. Amorim

GAS INSPECTOR
Robert Govey

PROVISIONAL PLUMBING INSPECTOR
Daniel A. McNeill

BOARD OF HEALTH

Kenneth F. Hurley	1991
Kristina L. McGill	1990
Robert J. Kane	1989

Mary P. Connolly, Director

PLANNING AND ZONING BOARD

Stephen J. Donahue	1993
Kristina L. McGill	1992
Robert J. Kane	1989

CONSERVATION COMMISSION

John E. Grant	1991
Forest E. Henderson	1991
James R. Mandeville	1990
Frederick W. Clark, Jr.	1989

HISTORICAL COMMISSION

Linda Barrile	1991
Edmund C. Hands	1991
Paul E. Bloom	1991
Hazel Varella	1990
Maidene F. Hackett	1990
John J. Kent	1989
Gloria J. Stafford	1989

HOUSING AUTHORITY

Donald E. Meade	1993
June H. Brousseau (State Member)	1993
Daniel M. Crane	1992
Joseph D. Lawlor	1991
Robert J. Keefe	1990

FINANCE COMMITTEE

John Rodenbush	1991
John J. Lardner	1991
Jeffrey L. Tufts	1991

Philip O'Connell	1991
Wayne T. Whitney	1990
August Arns	1990
John A. Dreystadt	1990
Robert L. Hicks	1990
Howard Margulies	1989
Manuel D. Varella	1989
Fred DaCosta	1989
Daniel J. Morgado	1989
Anthony S. D. Watson	1989
Phyllis Scanlon	1989
Clifford S. Davis, Jr.	1989

WORLD WAR MEMORIAL SCHOLARSHIP COMMITTEE

Clyde A. Craig, Chairman
John J. Kent, Chairman, Board of Selectmen
Donald E. Anderson, Chairman, School Committee
Daniel McKay, Commander, George F. Schindler Post V.F.W.
Clyde A. Craign Jr. — George S. Shepard Post, American Legion
John D. Melin
John F. Hurley

OLD COLONY PLANNING COUNCIL

Richard H. Chase — Jeanmarie Kent, Alternate

REGIONAL VOCATIONAL SCHOOL DISTRICT

Ralph Armstead — 1990

CONTINUING SCHOOL BUILDING
and SCHOOL SITE COMMITTEE

Lewis N. Aries, Jr.	Alfred D. Gomes
August Arns, Jr.	Paul A. Olean
Ross J. Bridge, Chairman	Carla A. Goodwin
Frank N. MacLean	Constance M. Pozzo

WATER ADVISORY BOARD

Mary P. Connolly	1990
Philip Clark	1990
Evelyn M. White	1991

Wayne P. Southworth, Water Superintendent

COUNCIL ON AGING

Mary C. Scully	1991
Jerry Fitzgerald	1991
Beatrice A. Boucher	1990
Richard T. Howe	1990
Robert J. Keefe	1990
Claude L. Mourey	1989
Rita Wilde	1989

Dolores M. Kent, Director

RECREATION COMMISSION

Charles H. Hammond	1992
Paul G. Boushell	1991
Kathleen A. Baer	1991
Allan Bruce Harrison	1990
Kenneth F. Wood, Jr.	1989
Peter L. Perron	1989
Valentine P. Muscato, Director	

CAPITAL IMPROVEMENTS PLANNING COMMITTEE

Andrew A. Alholm	George E. Mather
Ernest R. Camara	Leonard A. Eskenas
Clifford S. Davis, Jr.	Frederick W. Clark
Jeffrey Tufts	

INDUSTRIAL DEVELOPMENT FINANCE AUTHORITY

Robert P. Mielde, Jr.	1993
Gerard Cyr	1992
Richard L. Freitas	1991
Kevin E. Paicos	1990
Albert J. Arruda	1989

REGISTRARS OF VOTERS

Alice B. McCarthy	1991
Paula M. Noonan	1990
Maureen T. Cutin	1989
Esther C. Anderson	Tenure

CEMETERY COMMISSION

John D. Melin	1991
Clyde A. Craig	1989

BOARD OF APPEALS

E. Vincent Carlson	1993
Lawrence J. Hurley	1992
William G. Bassett	1991
John F. Mara	1990
Paul A. Marino	1989

Barbara G. Paras, Alternate — 1992
David A. McNeil, Alternate — 1990

ARTS COUNCIL

Ellen Drown	1994
Judith Manning	1994
Janice A. Davis	1990
Jeanne O'Connor	1990
William John MacMullen, Jr.	1989
Francis Manning	1989

CABLE TV ADVISORY COMMITTEE

John E. McMorrow	1991
George E. Tyrell	1991
Mary Wood	1990
Gary M. Berman	1990
Robert W. Firing	1989
Mary A. Rolfe	1989
Patrick Crozier	1989

CANOE RIVER ACQUIFER COMMITTEE

Wayne P. Southworth	1991
William D. Hardin	1990
Donna D'Amore	1989

LIBRARY STUDY COMMITTEE

Donna P. Richman	August Arns
Hazel L. Varella	Belmira C. Paulino
Gloria J. Stafford, Chairman	Althea R. Thornton
William Ames	George Mather
James S. Thomas	

FUEL STORAGE COMMITTEE

Taren E. Hollister	William J. Glover, Jr.
John E. Meade	Robert J. Kane
William F. LaMachia	Barbara M. Lawrence

OVERALL ECONOMIC DEVELOPMENT PROGRAM COMMITTEE (OCPC)

Priscilla A. Verdi

PUBLIC FACILITIES STUDY COMMITTEE

Jeffrey Tufts	Rose-Marie Rappold
Wayne P. Southworth, Chairman	George E. Mather
Jean M. Kent	Joseph F. Murphy
James E. Swift	Charles J. Marcy
Bernard N. Lanoue	

SOLID WASTE COMMITTEE

Mary P. Connolly	Christopher Kone
Philip O'Connell	Kristina L. McGill

HANDICAPPED ACCESS ADVISORY COMMITTEE

Donna Marie Donahue	Arthur J. Ponticelli
Richard James Donahue	

POLICE STATION ADDITION BUILDING COMMITTEE

Daniel J. O'Reilly	Fredric L. MacLennan
Bernard N. Lanoue	Arthur M. Holmes
John E. Meade	Ernest R. Camara
Walter Healey, Chief of Police	

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John J. Kent
A. Theodore Welte
Mary P. Connolly
Joseph Murphy
George H. Watson
Jean M. Kent
Robert Babineau

EMPLOYEE HEALTH BENEFITS COMMITTEE

Frank Spillane
Howard Margulies
Jonathan Richman

VETERAN'S DAY COMMITTEE

Elmer G. Harlow
Mary C. Scully
Louis G. Silva
John Flynn
Leo F. Kent
Ernest R. Camara
Daniel B. Amorim

AMES LONG POND COMMITTEE

Kenneth Wood
Philip Clark
Edmund C. Hands
Mary P. Connolly
James R. Mandeville

CHARTER STUDY COMMITTEE

Jeffrey L. Seeley
Richard T. Howe
Richard C. Dailey
Christopher Clark
Jonathan Braverman

HOUSING PARTNERSHIP COMMITTEE

Kenneth S. Love
Mary P. Connolly, Resource Person
Krisanne Sheedy, Resource Person
Thomas Caron, Resource Person
Evelyn M. White
Kenneth Jackson
Jean Van Orman

OLD POND/NEW POND ADVISORY COMMITTEE

Stephen G. Beals
Timothy D. Higgins
Helen Baker
Albert L. Roza
Dennis Smith

REPORT OF THE BOARD OF SELECTMEN

To the Citizens of Easton:

In April after the reelection of James D. Mullen, Jr. and election of Leo Harlow, the Board was reorganized with Leo R. Harlow elected Chairman and James Mullen, Jr., Clerk.

The Board held approximately forty-six meetings during the year. Contracts were amicably settled for two and three year periods except for the Police Department which will be negotiating in this year. Because of contracts which averaged slightly above 10% and a lack of increased State aid the Town's financial picutre is bleak. We will have to deal with severe cuts in services now enjoyed if Proposition 2½ is not overriden.

The Board held hearings on many licenses, including liquor, auto dealer, and others.

The Board is monitoring the construction of the new addition to the Police Station, and hope to see its completion within the year. We have been happy with the cooperation of all division, but are aware that certain areas are in need of strong improvement.

The Board is ever vigilant to the needs of the public and endeavors to preserve the quality of life to which we have become accustomed. We highly commend all those who contribute time and effort to our many Boards and committees. Without the dedicated efforts of these many people we would fail as a community, we cannot thank them enough.

We also wish to thank the Town Administrator, Representative William Vernon and Jackie Lewis and Senator William Keating for their efforts on our behalf.

Respectfully submitted,

Leo Harlow, Chairman
James D. Mullen, Jr., Clerk
John J. Kent
William E. Morgan
William D. Hardin
BOARD OF SELECTMEN

REPORT OF THE FINANCE COMMITTEE

The Finance Committee consists of 15 elected citizens from all professions and backgrounds. This diverse group allows for the most complete and unbiased budget recommendation prior to the Annual Town Meeting available to the citizens. The Committee meets about 30 times a year to discuss every facet of the budget. We represent the average taxpayer and act as your advocate for all financial decisions.

Once again this year, request for funds exceed expected revenues. If you follow Town issues at all, you have probably heard this before. Each year the deficit gets larger and we cut little by little into each department. To maintain service levels from the prior year, we pay salaries and wages along with the negotiated salary increases, the cutting originates from operating expenses. This procedure has been able to keep the town running, but with less equipment and supplies which has hampered productivity.

This year we have three additional problems to deal with:

1. State aid which has regularly supplemented the budget will not increase anywhere near the normal amounts.
2. Cost of health insurance and related benefits will rise approximately 30% to 35%
3. Revenue from new growth (i.e. new construction) has decreased 50% from last year and 75% from two years ago.

The situation we are in is simple to describe: decreasing revenues with increasing cost. With this information the Committee is supporting an override of the 2½ revenue limitation. The additional revenues are not to expand services. The amount needed is for existing services and programs. The voters will have the decision to maintain current service levels or continue to reduce Town services and educational programs. Easton has a reputation as an enviable living environment. The Committee feels to maintain this environment it is worth the additional amount of tax dollars needed from the citizens of Easton.

At this writing it would be impossible to announce final budget figures which will change significantly before Town Meeting. As Town Meeting approaches important numbers will be finalized and a complete report will be available before the meeting.

The Committee is investigating a possible Charter change with the Charter Commission to streamline and increase the efficiency of the Finance Committee.

The Committee extends best wishes and sincere appreciation to members that have left for family concerns or prior commitments. Rose Marie Rappold, Michael Farrell, Veronica Lamb, George Marsh, and Gerard Cyr.

The Committee welcomed new members, John Rodenbush, Phyllis Scanlon, Daniel Morgado, Clifford Davis, and Anthony Watson.

The Committee wishes to thank Amberly Tufts for her temporary service as secretary and welcomes Michael Margulies to the position.

The Finance Committee is working with other elected and appointed boards to present the best option for the Town at the Town Meeting and Voters on election day. The Committee encourages citizen awareness and involvement in their government. Citizens input on any matter would be appreciated and valued.

Respectfully Submitted,
Jeffrey L. Tufts, *Chairman*

FINANCE COMMITTEE MEMBERS

Howard Margulies, Vice Chairman
August Arns, Clerk
Philip O'Connell
John Dreystadt
John Lardner
David Varrella
John Rodenbush
Robert Hicks
Wayne Whitney
Fred G. DaCosta
Clifford Davis
Phyllis Scanlon
Daniel Morgado
Anthony Watson

REPORT OF THE
SUPERINTENDENT OF SCHOOLS

I hereby submit my eighth and final report and the one hundredth and third in a series since the Town authorized a Superintendent of Schools. This report is a partial summary of reflections and accomplishments for the year 1988. The basis for this report is information forwarded by the various department and administrators.

SCHOOL ENROLLMENTS

The enrollment pattern continues to cause concern. Class size is becoming larger, special needs numbers are on an increase, and building needs continue. The next period of growth will be in 1990, and the School Department will have to accommodate these new students. 1988 was a year of leveling off.

ADMINISTRATIVE CHANGES

In July, 1988, the Easton School Department took on a new look. Mr. Andrew Miller, former Rssistant Superintendent of Schools, became a full-time Principal of Middle School. Dr. William Simmons' role as Special Services Director was expanded into the Assistant Superintendent for Special Services and Curriculum. Mr. Frank Sahl, former elementary principal of North Easton Grammar School, was appointed Administrative Assistant to the Superintendent for Fiscal Affairs. Mrs. Barbara Crivellaro, former Special Needs Reading Teacher, was appointed as Principal of North Easton Grammar School.

CURRICULUM

The agendas of the Curriculum Coordinating Council continued to grapple with new curricula and revisions. Several presentations were made to the School Committee and adopted.

Under the leadership of Dr. Judith Frederick, Principal of Parkview School, the Spelling Task Force is prepared to present the Scott-Foresman Spelling Program for grades 1-6 for adoption. Several teachers are presently piloting the program.

The High Ability Learner Committee, under the leadership of Mr. Neil Mosman, Principal of Center School, submitted their interim report to the School Committee and is preparing a final report.

In October, the Elementary Principals presented a number of reorganization plans for review. It is an attempt to improve the educational process, better utilization of facilities and eliminate, as much as possible, the annual transfer of students and teachers. A district-wide committee consisting of parents, teachers, and with Dr. Frederick as chairperson will study the proposals and develop recommendations.

Easton's students performed exceptionally well in the State Assessment Program which is an assessment of curriculum statewide.

SPECIAL SERVICES

"A" wing has developed into a fullfledged program including many Oliver Ames High School students. The restaurant program has exceeded our expectations as well as the Horticultural Program. The interchange that is taking place make this an exemplary program. Special Education teachers and psychologists throughout the system are doing an outstanding job in meeting those students' needs.

ELEMENTARY

All elementary schools are involved in projects to improve reading and the amount of reading a student does. Some of the programs are "Books and Beyond", "Jog American", and "Trust Yourself to a Good Book".

Project DARE is in its second year and through the cooperation of the Easton Police Department is a huge success. Chief Healey has assigned Michael Fox to this responsibility and he has been a great asset to both the students and the teachers. Sarah Gallahue, Principal of Moreau Hall School, has continued to train parent volunteers to serve as Substance Abuse Educators to teach units in third and fourth grade classrooms.

The Officer Friendly Program in the primary grades, under the leadership of Police Office Dwayne Farrell, has been very successful.

Mrs. Baker, Music Teacher, developed two (2) school songs for "Parkview" to coincide with their school pride days and "can do" philosophy.

A highlight of the year was the collaboration of home, school and community in raising $13,000 to build a playground at North Easton Grammar School. One hundred volunteers rose to the occasion to building it "one day in May".

SECONDARY

The past year has shown the great strength that exists on the Oliver Ames High School faculty and student body. This year's senior class has lost three (3) of its classmates. However, the staff and students have risen ahead through adversity and excelled with excellent scores in the State Assessment Program, SAT averages and Advanced Placement scores.

One student is a National Merit Scholarship finalist and four others have received letters of commendation.

Oliver Ames High School Show Choir won the New England Competition, and the Marching Band took a first place in the state band competition. The Science Team won first place in Physics and Chemistry in the Hockomock

League Science Olympics, and the Academic Bowl Team competed for its first full year.

The students at Easton Junior High School scored very well in both the Massachusetts Basic Skills Test and the State Assessment Program.

Over $25,000 was spent on enrichment programs and school improvements at the junior high school. These funds were provided by School Improvement Funds and Parent Advisory Council activities.

Mrs. Shirley Sahl, a mathematics teacher at Easton Junior High School, was chosen as "Educator of the Year" by the Lions Club of Easton.

Oliver Ames High School was honored to have Miss Ellen Simmons, a social studies teacher, receive the John F. Kennedy Library Award for outstanding teacher, and Hazel Varella, Social Studies Department Head, receive the John Hancock Fellowship Award.

Mrs. Rosemary O'Reilly, a high school English teacher, and her staff have just published Innisfree, a collection of students' works. Mrs. Gail McCarthy, an English teacher at Easton Junior High School, conducted a very successful workshop for teachers in Creative writing. Mrs. Susan warren, Guidance Counselor at Easton Junior High School, staged an exceptionally fine "teen day" for freshmen.

An all time high of one hundred and eighty-five (185) students of the Class of 1988 were intent on pursuing further education programs.

Amy Lapier was the 1988 Boston Globe Scholastic Art Awards GLobe Key Blue Ribbon winner.

The Science Department held a very successful science fair at Oliver Ames High School and the winners won, placed and received honorable mention in other areas and state fairs.

Alice DeCouto and Linn Peterson have developed the "Quest Program" as a vital part of our health education segment.

The Foreign Exchange Program, under the leadership of Francis Ialenti, continues to expand. Student exchanges took place with Venezuela and France.

MAINTENANCE

Major boiler repairs at the junior high school has made the heating system more efficient. Some asbestos has been removed or repaired in the various buildings.

CLOSING COMMENTS

There are many individuals that make a school system like Easton outstanding. Parents, taxpayers, teachers, support staff, administrators and students all contribute to this effort. Most of this is accomplished without proper funding and support, but on the energies of people who give more than one hundred percent, a completely loyal, dedicated and hard-working staff, a School Committee that gives an unusual amount of time and energy to fulfill their responsibilities, a group of wonderful students who for the most part gain the most from the system.

It has been my privilege to serve with these people, stand beside them, and work for them. The Town of Easton has been kind to me, and I'll remember you often. Thank you for the years and the opportunity.

Respectfully submitted,
George Lane, Ed. D.
Superintendent of Schools

EASTON PUBLIC SCHOOLS ENROLLMENT

JANUARY 3, 1989

	Moreau	Center	NEG	Parkview	Middle	JH	OA	Total
K	40	79	33	70				222
1	52	102	55	93				302
2	47	78	46	70				241
3	46	81	55	54				236
4	46	74	54	56				230
5	52		52	51	105			259
6					232			232
							Total Elementary	**1722**
7						228		228
8						240		240
9						228		228
10							226	226
11							242	242
12							252	252
							Total Secondary	**1416**
Total	282	414	295	394	337	696	720	3138
UNGRADED:							**A-Wing**	
Easton 2				3			8	13
Spoke 5				4			7	16
							Total Ungraded	**29**
							Total Included Ungraded	**3167**
Proj. Early (all Easton)				19				19
PAL (all Easton residents)				102				102
	(289)			(515)			(735)	
							TOTAL ENROLLMENT	**3288**

Easton students attending other schools (1/1/88) census:

Other public schools in Massachusetts	13
Private schools in Massachusetts	221
Out-of-state private schools	7
Bristol County Agricultural	1
Southeastern Regional	86
Total	328

REPORT OF THE
EASTON SCHOOL COMMITTEE

The Easton School Committee is pleased to submit the following report to the citizens of Easton for 1988.

Mrs. Carla Goodwin was elected to the School Committee at the annual town election, following her appointment to the School Committee the preceding August as a result of the resignation of Constance Pozzo.

At the reorganizational meeting of the Committee following the annual town election, Donald Anderson was re-elected Chairman and Willlam Gloekler, Vice Chairman, with Christine Margulies and Paul Olson as other elected members.

We are most fortunate in Easton to have an outstanding teaching and administrative staff In our school system. It is through their efforts that an outstanding educational climate and opportunity for learning on the part of all studentt exists. As one of many measures of this, the results of our state-wide assessment scores are most reflective.

As has been our annual procedure, goals and objectives were developed for the 1988-89 school year. Our primary goal is to "help prepare the students of the Easton School System to lead productive and rewarding lives through the development of skills, sense of self, sense of community and motivation". Objectives are related to decreasing class size, minimize student building transfers, develop more effective measns of parent and community communications, and to maintain fiscal responsibility.

One of our major concerns continues to be our inability to obtain the necessary funding to totally support our educational and extra-curricular needs, together with the continually increasing costs of maintaining seven (7) school buildings as well as our recreational and athletic fields. Our concern was highlighted by the wide defeat of our Proposition 2 1/2 levy override request for $417,000 at the annual town election, resulting in some very difficult budget reduction measures.

Uncontrolled costs for out-of-district placement for our special needs youngsters is a major concern; not only for us, but for school systems throughout the state. In a somewhat offsetting manner, the A-Wing is now in full operation and Proving to be a most significant adjunct to our Special Needs student program.

The announced retirement of Dr. Lane to be effective August 31, 1989, resulted in our initiation of the process for obtaining a replacement. Following establishment of candidate criteria and other methodology, a Superintendent Search Committee was appointed reflectIng both citizen and school

representation. As a result, the following were appolnted: Don Churchill, Lou Esposito, Sarah Gallahue, Brian Hoffman, Sharon Hurley, John Leahy, Hazel Varella, and Jack Walsh. This Committee served in an untiring capacity and provided an excellent impact to the selection process, with four (4) highly qualified candidates being recommended to the School Committee for final selection.

We were, as was our entire community, extremeiy saddened by the tragic deaths of three (3) of our outstanding high school students. We extend our sincere sympathy to each respective family. These happenings have been particularly devastating to our staff to whom we extend our full support.

It is always difficult to lose staff members who have contributed so much to the success of our school system, and we wish those who have retired or left for other reasons this past year a long and happy retirement and to the others success in their new environment:

Richard Arnold
Scott Buick
Cyrus Comninos
Joanne Deeley
Grace Duhamel
Barbara Holmes
Iise Marks
Bruce Palombo
Carol Pendergrace
Mary Reardon
Debra Salisbury
Donna Swope
James Tully
Mary Tully
Louise Vose
Doris Welch

We have continual concern for the financial support of our school system. Fiscal constraints become more unrealistic each year when considering increasing costs related to textbooks and supplies, athletic and musIc programs, building maintenance, and staff salaries. Someone once said, "If you think education is expensive, try ignorance." This concern provides an urgent, on going focus for our Committee.

The citizens of Easton can be proud of their school system. Student accomplishments are significant in many areas, particularly academically, with a wide variety of awards being received by many members of the student body and many achievements being recognized.

As Dr. Lane leaves our school sytem after eight (8) years of dedicated service to the education of Easton's youths, his many accomplishments will be felt in the years ahead, as they have been to instrumental in the continual improvement of our total educational process. We join with our entire school staff in wishing him a long and healthy retirement. We are fortunate in having strong participation in Parent Advisory Councils, athletics, music, and other support groups, together with community-wide support, as we sincerely appreciate the opportunity to serve in a concerned community.

As we look forward to 1989, we contInue to be dedicated to making

our Easton School System the best possible school system in recognition of the extremely important responsibility for the education of Easton's youth.

Respectfully submitted,
Donald E. Anderson, Chairman
William J. Gloekler, Vice Chairman
Caria Goodwin
Christine Margulies
Paul Olean
Easton School Committee

REPORT OF THE SOUTHEASTERN REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL

Southeastern offers 24 high school vocational training programs and 6 Technical Institute post-secondary programs. On October 1, 1987, 1,272 students were enrolled in the high school and 112 post-secondary students were enrolled in the Technical Institute.

In June 1988, the Southeastern Regional Vocational Technical High School graduated 267 students. Guidance Department records indicate that 98$ of the members of the Class of 1988 were placed either in full-time jobs or had elected to further their education. Much of the success of our job placement record is attributed to the Cooperative Education program. Fifty-seven percent of the Class of 1988 participated in the Co-op Program.

Federal grants from a variety of sources were used to offset equipment costs. Vocational Education Act grant funds (Public Law 98-524) were used to purchase lifts, drafting boards, drafting machines and specialized electrical equipment for the Automotive, Machine Drafting and Electrical Programs.

Federal funds were also used to hire personnel to recruit, support and retain students in non-traditional programs within the school. This project was chosen by the Department of Education as a model program.

Special Education funds (Public Law 94-142) were used to support our Chapter 766 program. Chapter II block grant funds were used to purchase computers for computer-assisted instruction.

School Improvement Council funds and Equal Education Opportunity Grant funds were also used to purchase equipment and supplies.

Curriculum and staff development continue to provide students with increased options upon graduation. Computer instruction further incorporated into the mathematics curriculum. Increased reading and writing skills were strengthened by updating the curriculum and materials of the English Department. Computer- assisted units are now being introduced into the vocational related curriculum.

In July 1988, Dr. John P. Avery of East Bridgewater, was appointed High School Director. Dr. Avery has served as Director of Guidance Services at Pathf inder Regional Vocational Technical High School in Palmer, Ma, Director of the Region 5 Vocational Center in Plymouth, NH, and Assistant Superintendent-Director of the Northern Berkshire Regional Vocational Technical School District in North Adams, MA. As Director of the Plymouth, NH Center, he led the planning and construction of a new vocational education facility.

In September 1988, William Andrews was appointed Director of the Technical Institute and Supervisor of the Adult Evening School. Mr. Andrews' work experience includes private industry and experience in teaching, guidance and administration.

The annual Senior Awards Program provided over $18,000 worth of scholarships and "toolships" to graduating students. The scholarship program enables students to obtain tools and equipment for employment or funds to continue their education.

The demand for graduates of vocational programs continues to be very strong in Massachusetts.

Easton is a member of the Southeastern Regional School District. The district consists of seven other towns and the City of Brockton. Taxpayers support the school district through assessments which are based on the number of attending students from each member community. Easton's share of the FY89 $7,370,046 budget consists of 6.98%, representing 97 students.

Southeastern is always seeking new and different ways of conducting its educational programs at minimal costs to the taxpayers of the district. The cost of operating the Southeastern Regional School District is among the lowest in the Commonwealth.

Ralph Armstead
73 Belmont Street
S. Easton, MA 02375

REPORT OF THE
BOARD OF ASSESSORS

To the citizens of Easton:

The following annual report for 1988 is submitted herewith:

The Town of Easton is in the process of completing its revaluation program for fiscal year 1989. The new values will be reflected in the tax bill which will be due in the spring of 1989.

During 1988 the Board of Assessors bought the hardware and software from the revaluation firm of Municipal Management Counsultants (MMC) of Chelmsford, Massachusetts which now allows the assessing staff to update records "in-house". Having computer capabilities will also allow the printing of tax bills "in-house" for fiscal year 1990. These improvements in the assessing department will result in significant savings for the Town in years to come.

The Department of Revenue is expected to have a certification team in Easton during February 1989 to conduct a review of values. Once the Town receives approval from lthe Department of Revenue, books will be available for public inspection. After the rieview period the Department of Revenue will give its final approval and the process of setting the tax rate will begin. This process includes the public hearing over classification in which the Selectmen choose either a single tax rate for all classes of property or more than one, depending on the use of property.

Respectfully submitted,

Charles C. Willis, Chairman
Harry W. McCabe, Vice-Chairman
John A. Keach, Clerk

REPORT OF THE TOWN ACCOUNTANT

I herewith submit the report of the Town Accountant for the year ended June 30, 1988.

We continue to monitor expenditures of the Town and assist the departments as required.

My report also includes the Balance Sheet for the Town of Easton.

Respectfully submitted,
Ernest R. Camara
Town Accountant

COMBINED BALANCE SHEET
JUNE 30, 1988

	Fund 01 General Fund	Fund 12 School Lunch	Fund 15 Spec. Rev School	Fund 16 Revolving Accounts	Fund 17 Trust Income	Fund 18 Spec. Rev. Grants
Assets						
Petty Cash	200.00					
Cash—Unrestricted Checking	2,359,386.01	47,928.41	(51,567.47)	18,109.62	177,929.17	142,787.67
Cash—Unrestricted Savings						
Cash—Restricted Savings						
Investments	1,000,000.00					
Personal Property Taxes	5,790.36					
Real Estate Taxes	340,221.69					
Tax Liens	109,179.35					
Motor Vehicle Excise Taxes	479,041.28					
Tax Foreclosures	20,029.04					
Amt. to be Raised Snow/Ice Def.	53,199.94					
Miscellaneous Taxes	239.40					
A/Rec. Ambulance Services	35,594.09					
Accrued Interest Rec.	12,512.95					
Amt. provided for Interest Due	7,521.09					
F.B. Des. Over/Under Assess	252.00					
Bonds Authorized	3,800,000.00					
Water Receivables						
Net Funded Debt						
Total Assets	8,223,167.20	47,928.41	(51,567.47)	18,109.62	177,929.17	142,787.67

COMBINED BALANCE SHEET

JUNE 30, 1988

	Fund 22 Spec. Rev. Comp. of Roads	Fund 24 Spec. Rev.	Fund 61 Water	Fund 81 Non-expend Trust	Fund 82 Expendable Trust	Fund 91 Funded Trust	Total
Assets							
Petty Cash							200.00
Cash—Unrestricted Checking	33,203.12	181,308.07	750,517.93				3,659.602.53
Cash—Unrestricted Savings		37,881.90			63,289.01		101,170.91
Cash—Restricted Savings				59,064.54			59,064.54
Investments							1,000,000.00
Personal Property Taxes							5,790.36
Real Estate Taxes							340,221.69
Tax Liens							109,179.35
Motor Vehicle Excise Taxes							479,041.28
Tax Foreclosures							20,029.04
Amt. to be Raised Snow/Ice Def.							53,199.94
Miscellaneous Taxes							239.40
A/Rec. Ambulance Services							35,594.09
Accrued Interest Rec.							12,512.95
Amt. provided for Interest Due							7,521.09
F.B. Des. Over/Under Assess							252.00
Bonds Authorized			1,436,000.00				5,236,000.00
Water Receivables			167,988.91				167,988.91
Net Funded Debt						2,690,000.00	2,690,000.00
Total Assets	33,203.12	219,189.97	2,354,506.84	59,064.54	63,289.01	2,690,000.00	13,977,608.08

COMBINED BALANCE SHEET

JUNE 30, 1988

	Fund 01 General Fund	Fund 12 School Lunch	Fund 15 Spec. Rev School	Fund 16 Revolving Accounts	Fund 17 Trust Income	Fund 18 Spec. Rev. Grants
Liabilities & Reserves						
Long-Term Debt						
Provision for A&E	358,956.98					
Accounts Payable	264,478.62	12,394.30				
Accrued Liabilities	52,507.95					
Insurance W/H Payable	51,973.41					
Unclaimed Checks	8,625.23					
Arts Lottery	11,628.66					
Guaranteed Deposits	63,339.03					
Bid Deposits—Refundable	11,151.05					
Deferred Revenue Reserves	631,138.23					
Bond Anticipation Note Pay	270,000.00					
F.B. Sale of Real Estate	520,841.73					
F.B. Reserve for Encumbrances	454,330.60					
F.B. Reserve for Expenditures	135,000.00					
F.B. Revenue Sharing	11,000.00					
F.B. for Des Prem Sale of Bonds	640.00					
F.B. for Int Rec Sale of Bonds	358.82					
F.B. Water Grants						
Undesignated Fund Balance	1,727,196.89					
Bonds Authorized & Unissued	3,650,000.00					
Fund Balance		35,534.11	(51,567.47)	18,109.62	177,929.17	142,787.67
Total Liabilities & Reserves	8,223,167.20	47,928.41	(51,567.47)	18,109.62	177,929.17	142,787.67

COMBINED BALANCE SHEET

JUNE 30, 1988

	Fund 22 Spec. Rev. Comp. of Roads	Fund 24 Spec. Rev.	Fund 61 Water	Fund 81 Non-expend Trust	Fund 82 Expendable Trust	Fund 91 Funded Trust	Total
Liabilities & Reserves							
Long-Term Debt						2,690,000.00	2,690,000.00
Provision for A&E							358,956.98
Accounts Payable			11,711.92				288,584.84
Accrued Liabilities			54,080.00				106,587.95
Insurance W/H Payable							51,973.41
Unclaimed Checks							8,625.23
Arts Lottery							11,628.66
Guaranteed Deposits							63,339.03
Bid Deposits—Refundable							11,151.05
Deferred Revenue Reserves			167,988.91				799,127.14
Bond Anticipation Note Pay			825,000.00				1,095,000.00
F.B. Sale of Real Estate							520,841.73
F.B. Reserve for Encumbrances			140,029.35				594,359.95
F.B. Reserve for Expenditures							135,000.00
F.B. Revenue Sharing							11,000.00
F.B. for Des Prem Sale of Bonds							640.00
F.B. for Int Rec Sale of Bonds							358.82
F.B. Water Grants			191,476.27				191,476.27
Undesignated Fund Balance			353,220.39				2,080,417.28
Bonds Authorized & Unissued							3,650,000.00
Fund Balance	33,203.12	219,189.97	611,000.00	59,064.54	63,289.01		1,308,539.74
Total Liabilities & Reserves	33,203.12	219,189.97	2,354,506.84	59,064.54	63,289.01	2,690,000.00	13,977,608.08

BALANCE SHEET

JUNE 1988

Description	Account Type	Current Balances Debits	Credits
GENERAL FUND			
Petty Cash	Asset	200.00	
Cash—Unrestricted Checks	Asset	2,359,386.01	
Cert. of Deposit—Revenue	Asset	1,000,000.00	
1975 PP Taxes Receivable	Asset	54.00	
1978 PP Taxes Receivable	Asset	240.66	
1979 PP Taxes Receivable	Asset	207.50	
1980 PP Taxes Receivable	Asset	195.00	
1981 PP Taxes Receivable	Asset	212.50	
1982 PP Taxes Receivable	Asset	332.50	
1983 PP Taxes Receivable	Asset	586.37	
1984 PP Taxes Receivable	Asset	31.05	
1985 PP Taxes Receivable	Asset	51.50	
1986 PP Taxes Receivable	Asset	239.01	
1987 PP Taxes Receivable	Asset	234.92	
1988 PP Taxes Receivable	Asset	3,405.35	
1988 Real Estate Taxes Rec.	Asset	340,221.69	
1983 Provisions for A&E	Asset		1,000.00
1984 Provisions for A&E	Asset		100.00
1985 Provisions for A&E	Asset		250.00
1986 Provisions for A&E	Asset		54,558.24
1987 Provisions for A&E	Asset		137,211.00
1988 Provisions for A&E	Asset		165,837.74
Tax Liens Receivable	Asset	109,179.35	
1979 MVE Receivable	Asset	192.50	
1980 MVE Receivable	Asset	4,423.11	
1981 MVE Receivable	Asset	3,433.08	
1982 MVE Receivable	Asset	6,964.26	
1983 MVE Receivable	Asset	9,439.78	
1984 MVE Receivable	Asset	10,874.35	
1985 MVE Receivable	Asset	14,742.29	
1986 MVE Receivable	Asset	30,946.42	
1987 MVE Receivable	Asset	79,776.98	
1988 MVE Receivable	Asset	318,248.51	
1981 Vessel Excise Tax Rec.	Asset	130.00	
Farm Excise Tax Receivable	Asset	39.80	
Forest Excise	Asset	69.60	
Ambulance Services Receivable	Asset	35,594.09	
Accrued Interest Receivable	Asset	12,512.95	
Tax Foreclosures	Asset	20,029.04	
Amt. Provided for Interest Due	Asset	7,521.09	

Description	Account Type	Current Balances Debits	Credits
Warrant Payable	Liability	36,043.01	
Accounts Payable	Liability		300,521.63
Accrued Liabilities	Liability		52,507.95
Insurance W/H Payable	Liability		51,973.41
Amt. T/B Raised Snow & ice Def.	Liability	53,199.94	
Unclaimed Checks	Liability		8,625.23
Arts Lottery Council	Liability		11,628.66
Deposit to Guar. Payment	Liability		63,339.03
Deposits—Bid Refundable	Liability		11,151.05
Def. Rev.—Real & PP Taxes	Liability	12,944.93	
Def. Rev.—Tax Liens	Liability		109,179.35
Def. Rev.—Tax Foreclosures	Liability		20,029.04
Def. Rev.—MV Excise Tax	Liability		479,041.28
Def. Rev.—Boat Excise	Liability		130.00
Def. Rev.—Farm Excise	Liability		39.80
Def. Rev.—Forest Excise	Liability		69.60
Def. Rev.—Ambulance Billing	Liability		35,594.09
Bond Anticipation Note Payable	Liability		270,000.00
F.B. for Sale of Real Estate	Equity		520,841.73
F.B. Reserve for Encumbrances	Equity		454,330.60
F.B. Reserve for Expenditures	Equity		135,000.00
F.B. Revenues Sharing	Equity		11,000.00
F.B. for Des. Prem. Sle of Bond	Equity		640.00
F.B. for Intr. Rec. Sle of Bond	Equity		358.82
Undesignated Fund Balance	Equity		1,727,196.89
F.B. Des. Over/Under Assess	Equity	252.00	
Bonds Authorized	Equity	3,800,000.00	
Bonds Authorized & Issued	Equity		3,650,000.00
Fund 01 Totals		8,272,155.14	8,272,155.14
SCHOOL LUNCH REVOLVING FUND			
Cash Unrestricted Checking	Asset	47,928.41	
Accounts Payable	Liability		12,394.30
F.B. School Lunch	Equity		35,534.11
Fund 12 Totals		47,928.41	47,928.41
SPECIAL REVENUE SCHOOL FUND			
Cash Unrestricted Checking	Asset		51,567.47
Accounts Payable	Liability		7,237.51
P.L. 89-10 Title I	Equity		3,093.70
P.L. 89-313 Title II	Equity	559.26	
P.L. 94-142 Projects	Equity	66,628.51	
ECIA Ch. II Block Grant	Equity		1,142.43
Project HAL	Equity		72.71
Ch. 188 Ed. Reforms	Equity		4,073.95
Fund 15 Totals		67,187.77	67,187.77

Description	Account Type	Current Balances Debits	Credits
REVENUE REVOLVING FUND			
Cash Unrestricted Checking	Asset	18,109.62	
Accounts Payable	Liability		3,465.19
F.B. Police Revolving	Equity	13,968.33	
F.B. Fire Revolving	Equity		1,353.36
F.B. Athletic Revolving	Equity		2,784.40
F.B. Evening School Revolving	Equity		484.46
F.B. Industrial Arts Revolving	Equity		74.77
F.B. Recreation Revolving	Equity		6,937.91
F.B. Tufts Farm Revolving	Equity		5,755.96
F.B. PAL Revolving	Equity		2,713.88
F.B. Drivers Ed. Revolving	Equity	26.07	
F.B. Special Ed. Revolving	Equity		2,578.75
F.B. Fire Alarm Revolving	Equity		4,278.34
F.B. Library Revolving	Equity		1,677.00
Fund 16 Totals		32,104.02	32,104.02
SPECIAL REVENUE TRUST INCOME FUND			
Cash Unrestricted Checking	Asset	177,929.17	
F.B. Oliver Ames Trust Highway	Equity		97,664.73
F.B. Oliver Ames Trust School	Equity		72,128.33
F.B. Oakes Ames Trust School	Equity		3,745.00
F.B. Cemetery Trust Income	Equity		4,391.11
Fund 17 Totals		177,929.17	177,929.17
SPECIAL REVENUE GRANTS FUND			
Cash Unrestricted Checking	Asset	142,787.67	
Accounts Payable	Liability		7,437.84
Census Grant	Equity		3,669.54
Incentive Grant—School	Equity		3.93
Historical Grant	Equity		53.00
State COA Grants	Equity		6,869.42
Gifts Account—COA	Equity		7,349.33
OCPC Grant	Equity		80.00
Incentive Aid Grant Selectmen	Equity		3,269.91
ECOD Codification Regs.	Equity		4,719.00
Energy Grant School	Equity		756.36
DPW Hwy. Grant	Equity		103,051.10
Comm. Inservice Grant/Sped.	Equity		106.74
Drug Free School Grant	Equity		5,421.50
Fund 18 Totals		142,787.67	142,787.67

Description	Account Type	Current Balances Debits	Credits
SPECIAL REVENUE COMPLETE ROADS FUND			
Cash Unrestricted Checking	Asset	33,203.12	
F.B. Competion of Roads	Equity		17,434.95
F.B. Camelot Road	Equity		4,262.88
F.B. Woodlawn Road	Equity		1,505.29
F.B. Camelot II	Equity		10,000.00
Fund 22 Totals		33,203.12	33,203.12
SPECIAL REVENUE FUNDS			
Cash Unrestricted Checking	Asset	181,308.07	
Cash Unrestricted Savings	Asset	37,881.90	
F.B. Stabilization	Equity		146,706.28
F.B. Conservation	Equity		72,483.69
Fund 24 Totals		219,189.97	219,189.97
WATER ENTERPRISE FUND			
Unrestricted Cash	Asset	750,517.93	
Water Rates Receivable	Asset	130,293.74	
Water Services—Receivable	Asset	3,743.35	
Water Liens Add Tax Rec.	Asset	5,243.77	
Prior Susp. Water Betterments	Asset	28,708.05	
Allowance for Uncoll. Rec.	Asset		167,988.91
Accounts Payable	Liability		11,711.92
Accrued Liabilities	Liability		54,080.00
Bond Anticipation Note Payable	Liability		825,000.00
F.B. Reserve for Encumbrances	Equity		140,029.35
F.B. Water Grant	Equity		185,306.63
F.B. Water Saving Devices	Equity		6,169.64
Undesignated Fund Balance	Equity		353,220.39
Bonds Authorized	Equity	1,436,000.00	
Bonds Authorized & Unissued	Equity		611,000.00
Fund 61 Totals		2,354,506.84	2,354,506.84

Description	Account Type	Current Balances Debits	Credits
NON-EXPENDABLE TRUST FUND			
Cash Restricted Savings	Asset	59,064.54	
F.B. Cemetery Trust	Equity		43,064.54
F.B. M.A. Stone Library	Equity		5,000.00
F.B. M.A. Stone Scholarship	Equity		6,000.00
F.B. Young Scholarship	Equity		3,000.00
F.B. Ellen Atwood Scholarship	Equity		2,000.00
Fund 81 totals		59,064.54	59,064.54
EXPENDABLE TRUST FUND			
Unrestricted Cash	Asset		2,230.00
Cash Unrestricted Savings	Asset	65,519.01	
F.B. Cemetery Trust	Equity		3,072.57
F.B. M.A. Stone Library	Equity		356.77
F.B. M.A. Stone Scholarship	Equity		13.25
F.B. W.W. Memorial Scholarship	Equity		53,399.02
F.B. Young Scholarship	Equity		6.64
F.B. Ellen Atwood Scholarship	Equity		10.09
F.B. Police Dept. L.E. Trust	Equity		6,430.67
Fund 82 Totals		65,519.01	65,519.01
FUNDED DEBT			
Net Funded Debt	Asset	2,690,000.00	
School Bond Issue 1970	Liability		250,000.00
School Bond Issue 1979	Liability		50,000.00
School Bond Issue 1982	Liability		850,000.00
Water Bond Issue 1982	Liability		410,000.00
Fire & Cons. Bond Issue 1985	Liability		690,000.00
School Repairs Bond Issue	Liability		200,000.00
Water Bond Issue 1986	Liability		240,000.00
Fund 91 Totals		2,690,000.00	2,690,000.00
BALANCE SHEET TOTALS		**14,161,575.66**	**14,161,575.66**

REPORT OF THE TREASURER

July 1, 1987 through June 30, 1988

REVENUE CASH
Balance June 30, 1987 $ 3,222,309.67

Receipts:

Tax Collector's Receipts	$ 12,374,321.41
Tax Liens Redeemed	34,690.88
Penalty and Interest on Taxes	115,235.00
Penalty and Interest on Tax Liens	3,151.03
Alcoholic Licenses	29,303.50
Ambulance Fees	69,248.73
Assessors Maps and Fees	1,128.95
Auctioneer Licenses	45.00
Class 2 & 6 Auto Licenses	1,200.00
Board of Appeals Fees	2,825.00
Building Dept. Permits	161,345.15
Board of Health Permits	21,559.00
Common Vic Licenses	2,800.00
Conservation Fees	11,385.25
Electronic Games	180.00
Sunday Entertainment License	500.00
Fire Dept. Fees	5,139.00
Landfill Stickers	35,045.00
Miscellaneous Income	137,102.62
Municipal Liens	17,893.22
Parking Fines	4,384.08
Planning Board Deposits	2,760.00
Planning Board Sale of Maps	8,782.75
Police Dept. Alarms	1,250.69
Police Dept. Fees	230.00
Police Dept. Firearms IDS	371.86
Police Dept. Pistol Permits	3,370.00
Police Reports	2,581.50
Police Detail Fees	4,786.71
Recreation Fees	13,530.05
Sealer of Weights and Measurers	812.00
Street Excavation Permits	420.00
Town Clerk Fees	20,446.25
Trailer Park Fees	12,879.00
Abatement to the Elderly	26,412.00
State Aid Chapter 70	4,067,892.00
Additional Aid to Public Libraries	5,085.00
Police Career Incentives	42,109.00
Veterans Benefits	14,321.44
Highway Reconstruction and Maint.	129,510.00
Additional Assistance Cherry Sheet	354,925.00
Local Aid — Lottery	543,282.00

Highway Fund — Additional	22,514.00	
Miscellaneous Cherry Sheet Items	548,821.10	
Court Fines	85,167.50	
Earnings on Investments	240,436.92	
Water User Charges	879,382.09	
Other Water Charges	98,666.09	
Water Liens	56,037.24	
Water Committed Interest	5.40	
Transfer from Revenue Sharing	125,000.00	
Ames Trust Funds	229,371.00	
Transfers from other Funds	77,137.25	
School Lunch	330,907.00	
School Lunch Federal Revenue	64,026.00	
School Public Laws	220,749.00	
State Grants	260,591.00	
Federal Revenue Sharing Interest	3,300.00	
Sale of Real Estate	344,004.00	
Arts Lottery	12,212.00	
Insurance Reimbursements	11,188.00	
Completion of Roads	10,000.00	
Bond Anticipation Notes	1,095,000.00	
Bond Anticipation Notes Renewed	900,000.00	
Payroll Withholdings	4,395,991.15	
Investments of Cash	4,000,000.00	
Police Detail Revolving	87,938.00	
Sales Tax	228.07	
Revolving Fund	173,860.00	
Guaranteed Deposits	12,752.03	
Total Receipts	32,569,524.91	
Disbursements per Treasury Warrants		(32,312,360.67)
Balance June 30, 1988		3,479,473.91

TAX TITLE ACTIVITY REPORT

Balance, June 30, 1987	99,265.70
Additions:	
Takings	30,051.52
Subsequent Taxes	35,235.87
Deductions:	
Redemptions	(34,690.88)
Abated	(3,471.32)
Town Possessions	(4,612.04)
Balance — June 30, 1988	$121,778.85

REVENUE SHARING FUNDS

Balance June 30, 1987		134,332.15
Receipts:		
Interest Income		3,300.93
Disbursements per Treasury Warrants		(125,000.00)
Transfer to General Fund Account		(12,633.08)
Balance June 30, 1988	—0—	

STABILIZATION FUND

Balance June 30, 1987	137,848.80
Receipts:	
Interest Income	8,702.47
Balance June 30, 1988	146,584.62

CONSERVATION FUND

Balance June 30, 1987	71,768.29
Receipts:	
Interest Income	4,195.82
Disbursements per Treasury Warrants	(3,480.42)
Balance June 30, 1988	72,483.69

WORLD WAR MEMORIAL SCHOLARSHIP FUND

Balance June 30, 1988	53,371.33
Receipts:	
Interest Income	3,527.69
Disbursements per Treasury Warrants	(3,500.00)
Balance June 30, 1988	53,399.02

YOUNG SCHOLARSHIP FUND

Balance June 30, 1987	3,000.00
Receipts:	
Interest Income	206.64
Disbursements per Treasury Warrants	(200.00)
	3,006.64

ELLEN A. ATWOOD SCHOLARSHIP FUND

Balance June 30, 1987	2,000.00
Receipts:	
Interest Income	135.09
Disbursements per Treasury Warrants	(125.00)
Balance June 30, 1987	2,010.09

MARY A. STONE SCHOLARSHIP FUND

Balance June 30, 1987	6,000.00
Receipts:	
Interest Income	413.25
Disbursements per Treasury Warrant	(400.00)
	6,013.25

MARY A. STONE LIBRARY FUND

Balance June 30, 1987	5,315.66
Receipts:	
Interest Income	356.02
Disbursements per Treasury Warrants	(374.35)
	5,297.33

REPORT OF THE TAX COLLECTOR

Receipts
July 1, 1987 to June 30, 1988

Taxes Collected for 1988	11,406,387.13
Taxes Collected for 1987	816,793.21
Taxes Collected for 1986	134,421.28
Taxes Collected for 1985	5,546.19
Taxes Collected for 1984	3,093.33
Taxes Collected for 1983	1,549.72
Taxes Collected for 1982	1,137.30
Taxes Collected for 1981	340.81
Taxes Collected for 1980	406.71
Taxes Collected for 1979	110.68
Taxes Collected for 1978	392.13
Taxes Collected for 1977	321.30
Taxes Collected for 1976	56.28
Taxes Collected for 1975	16.50
Taxes Collected for 1974	2.48
Taxes Collected for 1973	31.08
Taxes Collected for 1972	23.10
Taxes Collected for 1971	83.90
Taxes Collected for 1970	4.62
Water Liens Collected	56,037.24
Committed Interest on Water Betterments	5.40
Water Betterment Releases	32.00
Interest on Taxes and Betterments	115,235.00
Trailer Park Fees	12,879.00
Certificates of Municipal Liens	17,893.22
Ambulance Fees	69,248.73
Farm Excise Taxes	482.38
Forest Products Taxes	37.44
Total	12,642,568.16

CEMETERY PERPETUAL CARE FUND

	Principal	Balance 6-30-87	Income	Withdrawals	Balance 6-30-88
Furnace Village Cemetery	1,350.00	1,424.74	99.61	160.00	1,364.35
Pine Grove Cemetery	3,235.84	3,588.22	250.81	430.00	3,409.03
Immaculate Conception	1,800.00	1,899.66	132.80	220.00	1,812.46
South Easton Cemetery	5,300.00	5,593.41	390.99	670.00	5,314.40
Elijah Howard Lot	4,097.43	4,402.84	317.65		4,720.49
Hiram P. & Mary Drake Lot	11,185.75	11,910.51	832.56	5.00	12,738.07
Henderson Family Lot	400.00	611.49	137.13		748.62
James Cunningham Lot	500.00	1,477.86	103.73		1,581.59
S. Olive Drake Lot	243.41	1,258.71	88.23	5.00	1,341.94
James D. Burns Lot	500.00	2,186.76	153.51	15.00	2,325.27
Central Cemetery		2,137.05	44.22	1,140.00	1,041.27
Miscellaneous Town Cemeteries	5,896.89	8,859.72	619.31		9,479.03
Totals	34,509.32	45,350.97	3,170.55	2,645.00	45,876.52

DEBT STATEMENT

June 30, 1988

BONDS

Title	Date of Issue	Issue Amount	6-30-87 Outstanding	Principal Paid Fiscal '88	Interest Paid Fiscal '88	6-30-88 Outstanding
Water Bonds	6-15-86	400,000.00	320,000.00	80,000.00	19,200.00	240,000.00
Fire and Conservation	4-15-85	1,140,000.00	835,000.00	145,000.00	60,120.00	690,000.00
School Project	4-15-85	290,000.00	230,000.00	30,000.00	6,560.00	200,000.00
School Project	8-1-82	1,700,000.00	1,020,000.00	170,000.00	93,500.00	850,000.00
Water Bonds	8-1-82	1,000,000.00	520,000.00	110,000.00	46,500.00	410,000.00
School Project	12-1-79	450,000.00	100,000.00	50,000.00	5,025.00	50,000.00
Water Bonds	7-15-77	665,000.00	60,000.00	60,000.00	1,410.00	—0—
School Project	6-15-70	4,755,000.00	500,000.	250,000.00	33,500.00	250,000.00

NOTES

Bond Anticipation	10-26-87	900,000.00		900,000.00	26,603.17	
Bond Anticipation	2-26-88	75,000.00		75,000.00	594.00	
Bond Anticipation	5-2-88	1,095,000.00				1,095,000.00
Total Debt Outstanding June 30, 1988						3,785,000.00

Respectfully submitted,

Cynthia M. Curry
TOWN TREASURER

SCHEDULE OF TAXES AND WATER RATES

FOR THE YEAR ENDING JUNE 30, 1988

	Uncollected Taxes June 30, 1987	Commitments	Abatements and Adjustments	Transfers to Tax Title	Collections, Net of Refunds	Uncollected Taxes June 30, 1988
Real Estate						
1982 and prior	$ (4)		$ (4)			$ —0—
1983	(24)		(24)			—0—
1984	(14)		(14)			—0—
1985	(954)		(954)			—0—
1986	107,003		5,729	$ 17,326	$ 83,948	—0—
1987	299,170		3,471	28,517	267,182	—0—
1988		10,873,123	79,460		10,452,874	340,789
	$ 405,177	$10,873,123	$ 87,664	$ 45,843	$10,804,004	$ 340,789
Personal Property						
1982 and prior	$ 1,243					$ 1,243
1983	608				$ 21	587
1984	31					31
1985	219				168	51
1986	787				548	239
1987	3,483		$ 79		3,170	234
1988		$ 292,339	132		288,802	3,405
	$ 6,371	$ 292,339	$ 211	$	$ 292,709	$ 5,790

Motor Vehicle Excise					
1982 and prior	$ 28,769		$ 10,694	$ 3,062	$ 15,013
1983	11,298		378	1,482	9,438
1984	15,016		1,048	3,093	10,875
1985	20,186		(98)	5,541	14,743
1986	59,731	$ 20,594	3,331	46,048	30,946
1987	102,555	575,419	66,454	531,742	79,778
1988		1,007,421	45,966	643,206	318,249
	$ 237,555	$ 1,603,434	$ 127,773	$1,234,174	$ 479,042
Water Rates and Services	$ 112,257	$ 1,053,170	$ (888)	$1,032,278	$ 134,037

Respectfully Submitted,

Cynthia M. Curry
COLLECTOR OF TAXES

REPORT OF THE
DIRECTOR OF PUBLIC WORKS/TOWN ENGINEER

To the Honorable Board of Selectmen:

I wish to acknowledge the dedication and perseverence of the Department's personnel in carrying out the many responsibilities and duties which the Town expects of them as normal practice.

Improvements made during the past year include:

a. the awarding of a $141,700 contract for the design of the reconstruction of Main Street from Route 138 to Canton Street in February, followed by the award of a $58,884 contract for the design of the reconstruction of Main Street from Route 138 to the Brockton/easton line in December.

b. the awarding of a $33,570 contract for the establishment of a pavement management system. This will allow the Department to better plan its program for the resurfacing, rehabilitation and reconstruction of streets.

c. the filing of registration with the Department of Environmental Quality Engineering (DEQE) for the creation of a composting facility at the sanitary landfill. This was done as a means of reducing the volume of material that is brought to the landfill for disposal.

d. the continuance of the guardrail installation program. This is an on-going program to install guardrails throughout the Town as one step in the reduction of road hazards. The annual budget for this item has been $15,000.

e. The completion of the $1,083,000 Bay Road/Cranberry Lane/Dean Street/Fieldcrest Circle/Howard Street project involving the extension of water mains and the reconstruction of three of these streets.

f. the beginning of a program of increasing streetlights throughout the Town. The number of streetlights was increased by about 10 percent. This program will be continued depending upon the availablity of funds.

g. the completion of the relocation of the Water Division to the former Furnace Village School and of the Building and Grounds Division workshop to the former Water Works Building on Lincoln Street.

h. the addition of four full-time personnel brought the number of employees in the Department to 46. This increase was necessary because of the growth in the Town.

There remain two major problems that have yet to be resolved. Both are faced by communities of all sizes throughout the nation.

The first is the continued use of the sanitary landfill. Although the DEQE approved most of the vertical expansion plan submitted in 1986, it has yet

to approve the actual expansion and will not do so until the final report on the Howard Street assessment is completed and the results have been evaluated. Should the DEQE, for whatever reason, determine that the landfill can no longer be used, the Town would have to seek another location for disposal, at a much greater cost, beyond its borders.

The second is the resurfacing, rehabilitation and reconstruction of Town streets. Although it is expected that a condition survey of Town streets will be available prior to Town Meeting, it is unlikely that there will be sufficient funds to implement the recommendations of this report. The deterioration of streets is a subject that will be discussed for a long time.

Daniel Morgado, former Town Administrator, left Town employment in January. I wish to acknowledge his service to the Town and particularly his concern for Department issues.

I wish to acknowledge Kevin Paicos, Town Administrator, for his contributions to employee improvements and Department issues.

Earl Gardiner retired from the Highway Division in August. I wish to acknowledge his years of service.

Howard Shaevitz, P. E.
Director of Public Works
and Town Engineer

REPORT OF THE HIGHWAY SUPERINTENDENT

To the Honorable Board of Selectmen:

I hereby submit the following report for the Highway Division, the Maintenance Division and the Landfill Division for the year 1988.

This past year we put the top course of black top on Dean Street and Bay Road from the Norton line to Prospect Street. The edges were backed up to complete the water installation project on both roads. We also resurfaced Lyman Wheelock Road and the Town Pool Road. The flail mower has cut back roadside brush for better visability throughout the Town.

The Maintenance Division operated approximately five months with only one mechanic due to an injury to the other mechanic. With the assistance of other members of the Highway Division we managed to keep all the Town vehicles in good condition. We also rebuilt all five sanders (trucks and bodies)at a great savings to the Town.

The Landfill Division purchased a storage trailer for the purpose of storing newspapers and magazines for recycling With the assistance of the Tree Division we also set up a composting area for the disposal of leaves. We are also recycling old tires and scrap metal in an effort to protect the environment.

I would like to thank all the members of the Highway, Maintenance and Landfill Divisions for a job well done this past year. I would also like to thank all other Town Departments for their assistance and Marion Nye, D.P.W. Office Manager, and Janice Jacobson, clerk, for their assistance throughout the year.

Respectfully submitted,

Edward C. Jacobson
Highway Superintendent

REPORT OF THE TREE WARDEN
AND BUILDING AND GROUNDS SUPERINTENDENT

To the Honorable Board of Selectmen:

The Tree and Moth Division removed fifty dead, dying or dangerous trees. It pruned dead limbs and branches throughout the Town.

Damaged and dead trees were removed from behind Fire Station No. 3. Trees at the landfill were removed as part of the plan of the vertical expansion plan. Trees were removed from the north side of Ames Memorial Hall, and the slopes were covered with wood chips to prevent erosion.

The Division planted shade and flowering trees to replace trees that had been removed or in suitable areas all in accordance with a tree replacement program.

Five hundred 3-year old flowering dogwood and lilac trees were distributed to the fourth and fifth grade students. The ladies of the Garden Club assisted in bagging the seedlings with planting material and in distributing them to the schools. Funds to purchase the trees were donated by Douglas A. King Builders, the Easton Garden Club, the Fralo Corp. and the Welch Development Corp.

Insect damage was very slight. Spraying was not warranted except for the oaks around the Town pool and for the evergreens at the Town Offices which were damaged the previous year.

Pear thrip weakened many sugar maples in the early spring and resulted in the growth of small sparse leaves. The dry summer forestalled any new growth for the season. The trees could not be sprayed because there is no approved insecticide to control it. It is unknown if any insecticide will be approved for the coming summer.

Herbicides were applied on poison ivy along roadsides and in private properties at the request of the owners.

The Building and Grounds Division cleaned and painted the large room in the basement of the DPW Annex with the expection of relocating the workshop there from the former Civil Defense Building. Because of storage problems and travel times, it was determined that the room would be better used for storage purposes. The workshop was relocated to the former Water Works pumping statin on Lincoln Street.

Electrical wiring was installed at the workshop and at the new garage behind the DPW Annex with the help of students studying electricity at the Southeast Regional Vocational High School.

A storage building at the DPW Building was repaired and painted. Rotten

sills and rafters were replaced and the roof was repaired. The building was rewired.

The former Assessors' office at the Town Offices was refurbished and converted into a conference room.

The well at the Town pool was purged in the early spring. There was sufficient water pumped to keep the pool open through the entire summer. The state standards for pool use were maintained throughout

Cemeteries and other areas under the control of the Division were cleaned and mowed, as needed. Gravestones were repaired and sunken gravesites were filled.

Custodial work and routine maintenance at the Town Offices, the DPW Building and the DPW Annex were performed.

Asbestos removal at the Town Offices was not initiated. Other projects, such as new plumbing, electrical work, replacement of the burglar alarm system could not be initiated because they are dependent upon the asbestos removal.

Very truly yours,

Daniel Amorim
Tree Warden
and Building and Grounds
Superintendent

REPORT OF THE EASTON WATER DIVISION

To the Honorable Board of Selectmen:

I respectfully submit the following report and pumping record for the year 1988.

MONTH	GALLONS PUMPED	MONTH	GALLONS PUMPED
January	43,890,000	July	54,185,000
February	40,375,000	August	57,994,000
March	45,123,000	September	48,814,000
April	44,829,000	October	45,873,000
May	50,969,000	November	41,874,000
June	67,985,000	December	43,267,000

Total gallons pumped in 1988 — 585,178,000

The greatest amount pumped in one day was 3,754,000 gallons on June 15, 1988.

1988 Precipitation: RAIN — 37.08 inches SNOW — 32.75 inches.

Average pH.	4.9
Lowest pH. (5/11/88)	3.8
Highest pH. (9/04/88)	6.5

The water division responded to 2,570 service and emergency calls.

Connected 130 new services for a total of 5,527 active services. Renewed 3 water services. Dug up and repaired 16 service leaks. Thawed out 15 services. Dug up and replaced 19 hydrants. 10 hydrants were hit by automobiles. (Vehicle owners or insurance companies were billed for repairs) 410 meters were replaced.

Repaired 1 — 6" broken water main
10 — 8" broken water mains.
2 — 12" broken water mains.

In 1988 new subdivision added to our system:

40 feet of 4" water mains
500 feet of 6" water mains
6,460 feet of 8" water mains
17 new fire hydrants

We now have a total of 129.1 miles of water mains and 1,066 hydrants in our system.

The water division installed 702 feet of 8" ductile iron water main on Cranberry Lane completing the loop to Bay Road.

The 2 million gallon water storage tank on Bay Road was repainted.

At the Annual Town Meeting a new Zoning Aquifer Protection District was approved which will help to protect our water supply for many years to come.

A prolonged pump test was successfully completed at the Wheaton Farm well site with plans to develop it into a new water supply in Fiscal Year 1990.

The Water System Master Plan was completed by Amory Engineers of Duxbury which outlines goals and recommendations allowing us to keep up with the water demands of our growing community.

This was the first year that a mandatory water ban on outside watering was imposed on the Town. Due to the heavy demand put on our water system by the use of automatic lawn sprinklers, we are recommending this year that all outside water use for any purpose shall be used on an even-odd basis, from June 1st to September 1st. For example if your home has an odd number, (417 Bay Road) you can water on the odd number calendar days (1, 3, 5, etc). This should cut our peak demand in half during the summer months and still allow residents to water when necessary.

The Easton Water Works received two awards during 1988: presentation of a plaque by the Cast Iron Pipe Institute for having cast iron water mains in service for over 100 years, receiving membership into Cast Iron Pipe Century Club. The American Water Works Assocation Historical Landmarks Committee recognized the North Easton Water Works Pumping Station and Water Tower on Lincoln Street for an A.W.W.A. Water Landmark Award.

I wish to express my sincere gratitude to the townspeople and municipal officials for their support of our efforts in providing a quality water system and a special appreciation to the water division employees for their commitment and positive attitude, Dorothy Stone, Shirley Tufts, John Marsh, Richard Buckley, Raymond Keyes, John Fresh, Jr., Scott Habelt, Michael Berry and Richard Mueda.

Respectfully submitted
Wayne P. Southworth, *Superintendent*
Easton Water Division

REPORT OF THE
CANOE RIVER AQUIFER ADVISORY COMMITTEE

The Canoe River Aquifer Advisory Committee is comprised of representatives from the towns of Easton, Mansfield, Norton, Foxborough, and Sharon. The purpose of this committee is to monitor and to promote the protection of drinking water supplies within the Canoe River aquifer. Since its origin, the committee has been active advising boards of member towns about developments within the aquifer, writing letters to state representatives concerning ground water legislation, obtaining grant monies for aquifer protection projects, and educating the public relative to conservation and protection of drinking water supplies.

The CRAAC held its first Public Awareness Day on May 7, 1988 at Mansfield Fish and Game Club. Canoe rides were provided and presentations were made by Maria Van Dusen, Division of Fisheries, Wildlife, and Environmental Law Enforcement (DFWELE) representative, and by S.E.P., an environmental consultant firm retained by CRAAC. Ms. Van Dusen presented the committee with a plaque and written agreement regarding the Adopt-a-Stream program. S.E.P. displayed maps of the aquifer and explained its project. Representative Vernon was also there to present a citation from the House of Representatives congratulating the committee for its work. Approximately fifty people participated in the first awareness day. Due to this strong support, a second awareness day is being planned for May 6, 1989.

On August 4, 1988, CRAAC representatives and officials from member towns observed the Town of Sharon's salting equipment and obtained information regarding the town's road/salt program. On display at Sharon's DPW was a special equipped truck that sprayed liquid calcium chloride on the sand/salt mix and the calcium chloride equipment used to fill the truck. Sharon' s DPW Director, Jack Sulik, commented on Sharon's snow removal program. The program significantly reduced the use of salt and was slightly more cost effective than the conventional rock salt program. In addition, the calcium chloride did a better job, was more effective in colder temperatures, and kept the salt on the pavement. Members of CRAAC were very interested in the program and hoped that their towns would consider such a program as a possible method of salt reduction.

In September off 1988, S.E.P. submitted its report to CRAAC. The report culminated six months of hydrogeological studies and provided maps and information regarding the Zone II areas of water supplies, zoning and nonzoning regulations for ground water protection, and information about projects and directives that CRAAC may choose to undertake. The committee is now in the process of utilizing the report's information. It has already received grant monies from the DFWELE to create a composite assessor's map and is working towards the passage of a uniform aquifer protection district bylaw within member towns.

The Natural Resources Trusts of Easton, Norton, and Mansfield have expressed an interest in working with CRAAC. Members of the trusts have attended several meetings to discuss joint projects for 1989. These projects will be directed towards public education and land preservation.

State officials and concerned citizens have also attended CRAAC's meetings. The committee welcomes the attendance and encourages input. Meetings alternate between towns on the first Thursday of each month at 1:00 p.m. The meeting locations are posted at the town halls.

Joan F. Sozio, *Secretary*

MEMBERS

Easton

Donna D'Amore
William Hardin
Wayne Southworth, Chairman
Mansfield
Deborah Graham
Linda Sohn
Edward Tartufo, Vice-chairman

Norton

Anastasia Kanellopoulos
Peter MacKesay
Kathy Romero

Foxborough

Timothy Higgins
Warren McKay
Joan Sozio, Secretary
Sharon
Richard Lewis
Jack Sulik
Allyson Walsh

REPORT OF THE POLICE DEPARTMENT

To The Honorable Board of Selectmen.

I respectfully submit the Annual Report for the Year 1988.

Much of the year was taken up with the planning for the addition to the station. We ran into a very serious gas contamination problem in the backyard, apparently caused by the gas tank that had been in service since 1974. In late September more than 3800 yards of contaminated soil were removed and in mid November, work was started on the addition.

The Department, again, had an active year. We have attempted to maintain a high visibility with the cruisers, which we feel helps to reduce crime in the community and reduces speed on our highways. Forthe most part, we have found this to be quite successful.

Again, I would like to thank the members of my Department for their splendid cooperation and effort throughout the year and also, the many fellow town employees that have made the past year a pleasant one.

Respectfully submitted,
Walter Healey, *Chief*
EASTON POLICE DEPARTMENT

STATISTICS

COMPLAINTS 9698
INVESTIGATIONS.....10604
BREAKING AND ENTERING 144
  Homes/Business 79
  Vehicles/Sheds 65
ATTEMPTED B&E 10
LARCENY.....133
ARRESTS 490
  Operating Under 114
PROTECTIVE CUSTODY 144
DISTURBANCE 499
VANDALISM.....341
ACCIDENTS.....797
  P.D. 587
  P.I. 142
  H&R 63
  Fatal 5
ALARMS.....1425
FIRE ALARMS 197
ARMED ROBBERY 1
UNARMED ROBBERY.....1
RAPE.....1
SUICIDE 1
COURT CASES 1550

PERMITS TO CARRY 214
FIREARMS CARDS 93
CITATIONS 2590

REPORT OF THE FIRE DEPARTMENT

To The Honorable Board Of Selectmen:

I hereby submit the report of the Easton Fire Department for the year 1988.

The department responded to 3,425 incidents of which 1,035 were Ambulance Runs.

Many of the department vehicles must be replaced one each year due to the age being between twenty to thirty-three years old. The two 1986 Ambulance's should also be replaced after five or six years in operation.

Station #3 on Bay Road was closed for twenty nine day shifts due to restraints put on the Overtime Account. The manning of three fire stations require seven firefighters per shift.

Also, there must be additional work done to Station #3 to finally complete this project.

Fire Prevention Week was observed in October at all the Elementary Schools and Day Care Centers and the firefighter's did an excellent presentation for which they take great pride.

I want to take this opportunity to thank each firefighter for the professional manner given to each situation and to the citizens of Easton as well as the surrounding towns.

The Easton Fire Department appreciates the support of all the citizens, officials, boards and departments.

Respectfully submitted,
David W. Brown, *Chief*
Easton Fire Department

REPORT OF THE
EASTON PLANNING & ZONING BOARD

To The Citizens of Easton:

It has been an active 1988 for the Planning & Zoning Board. The Board actively supported the Aquifer Protection By Law, which has strengthened the zoning protection of our water supply sources. The Board published a new street map and a new zoning map, incorporating the Aquifer Protection overlay and other recent changes.

Members of the Board participated in workshops and other meetings concerned with the need for more af fordable housing in Massachusetts. We familiarized ourselves with the special Comprehensive Permit process, designed to encourage developers to provide substantial segments of affordable housing in new subdivisions. In order to avoid some of the possible dangers in this procedure, the Board encouraged the Board of Selectmen to establish the Easton Housing Partnership. It is the role of the Housing Partnership to facilitate the full consultative process in the development of such proposals, with concern for the interests of the Town as a whole, as well as people of low and moderate income, and developers.

The Board has continued to improve its means of assisting developers to understand the requirements of subdivision and site plans in order to reduce the time necessary to make adequate submissions for approval. The work of the part-time consulting engineer has continued to be invaluable. Despite his help, more than one hundred site inspections were made by Board members.

Four preliminary subdivision plans were submitted. Four definitive subdivision plans were submitted and four were approved. One subdivision was rejected and one was rescinded. Twenty-eight site plans were reviewed and approved and 43 plans not requiring approval under the subdivision control law were endorsed.

Kenneth Love resigned from the Board in 1988, and we are pleased that he is now serving on the Housing Partnership. He has been replaced by Stephen Donahue.

We express our appreciation to the citizens of Easton, the employees and board members of other Town agencies, and all others who have worked with us cooperatively during 1988.

Respectfully submitted,
Frederick Clark, *Chairman*
Christopher Kone, *Clerk*
George Watson
Donna D'Amore, *P.E.*
Stephen Donahue

PLANNING & ZONING BOARD

REPORT OF THE EASTON HOUSING AUTHORITY

To the Residents of Easton:

The Authority's 184 elderly units have been experiencing a higher than usual vacancy rate for the entire calendar year of 1988. Due to the fairly regular unit availability our waiting list has been considerable shortened. We are accepting applications for our elderly housing waiting list and encourage interested seniors to apply.

The Authority's 10 family units and 60 Section 8 Certificates and Vouchers have been tenanted for the entire year of 1988.

Modernization funds were expended at both our elderly and family housing sites. Parker Terrace underwent a paving facelift which included resurfaced walkways, new curbing, sealcoating of roadways and repairs to the Visitors parking lot.

Three family housing sites were also substantially modernized. Improvements included bathroom renovations, overall interior and exterior repairs and replacements of roofs and siding.

The Authority continues to actively pursue additional funding to meet the demanding needs to provide affordable and/or subsidized housing programs. The Authority is thankful for the efforts of the Town and its citizens in supporting all our current and future endeavors.

A special thanks to our hardworking staff who helped us maintain our high level of maintenance and management.

Respectfully Submitted,

Robert J. Keefe, *Chairman*
June H. Brousseau, *Vice Chairman*
Joseph D. Lawlor, *Treasurer*
Daniel Crane, *Assistant Treasurer*
Donald Meade, *Member*

Easton Housing Authority

OAKES AMES MEMORIAL HALL ASSOCIATION
FINANCIAL REPORT YEAR ENDING 1988

INCOME:

Oakes Ames Trust Fund	150.15
Wm. Ames Trust Fund	1,801.34
Hobart Ames Trust Fund	2,251.67
Investments	10,808.03
Rentals	8,555.00
Total Income	23,566,19

EXPENSES:

New England Telephone	595.04
Bay State Gas	63.09
Eastern Edison	2,846.67
McCarthy Oil	3,153.34
Insurance	344.00
Fees	6,432.00
Major Repairs	6,524.68
Total Expenses	23,619.17

Submitted for the Trustees by
Jean Harney, *Treasurer*

REPORT OF THE CONSERVATION COMMISSION

To the Citizens of the Town of Easton:

In the year 1988 the Commission held forty-seven (47) public hearings under the Wetlands Protection Bylaw, Article 29 Town of Easton Bylaws and M.G.L. Ch. 131, s. 40. This increase of 24 filings over 1987 indicates the change in available land for building and projects the future workload.

The Commission would also like to acknowledge two gifts of land. The first gift is from the Bonwood Company, Inc. known as Parcel A and contains 10.6 acres. This land, which abuts the Old Pond off Foundry Street, contains a historic stone wall used as a backstop to retrieve cannonballs fired during proof lug of cannons. These cannons were utilitized by George Washington's army. The second gift of 41,881 sq. ft. from Livio P. Marinelli is located off Randall Street and contains a portion of the Black Brook.

The resignations of Chairman Martyn A. Allen. and Ralph .C. Wallen were reluctantly recevied during this year. Mr. Allen will be missed for his outstanding chairmanship, knowledge, and sensitivity to wetland concerns and Mr. Wallen for this engineering expertise.

The Commission would like to give special thanks to the members of the DPW for the support they have given us with inspections, review of plans, and miscellaneous other items.

All of the Commission members would like to thank the Town boards and officials who have assisted us over the past year and to thank our fellow citizens for their continuous and vigilance in helping protect our valuable wetlands.

Respectfully submitted,
Forest E. Henderson,*Vice Chairman*
John E. Grant
James R. Mandeville
Frederick W. Clark, Esq.

REPORT OF THE
VETERANS' SERVICES DEPARTMENT

During 1988, 90 veterans or their dependents received assistance through either the Veterans' Benefits or the Veterans' Services Programs.

Through the Veterans' Benefits program, 19 veterans or their widows and children received financial assistance with household expenses and/ or medical bills This program was open to low income Easton veterans or their dependents who met the income and and asset guidelines that were established by the Commissioner of Veterans' Services. The monthly benefits were paid from local appropriation with the State of Massachusetts reimbursing the Town for 75% of the veterans' benefits issued.

During this past year, 75 individuals received assistance through the Veterans' Services Program. This program is open to all Easton veterans or their dependents regardless of income. As Veterans' Agent, I provided direct service or advocated on behalf of the veteran with various agencies to obtain assistance. If the veteran was unable to come to the Town Office because of poor health, I made a home visit. Some veterans filed applications or submitted information to the Veterans Administration regarding pensions, compensation claims, burial benefits, education benefits, or home loans. Others applied for fuel assistance or receive help in filing for Social Security, SSI Disability or Medicaid. Some sought help with nursing home placement or obtaining property tax exemption.

The Veterans' Services Department was open each week-day from 8:30 a.m.-12:00 noon and from 1:00 p.m.-4:30 p.m.

I wish to thank the Board of Selectmen for their continued support of this Veterans' Services Department.

Respectfully submitted,
Dolores M. Kent
Veterans' Agent

REPORT OF THE COUNCIL ON AGING

During 1988, the Council on Aging contacted the 2,300 elderly residents of Easton through our monthly newsletter which was mailed or delivered to each elderly household with funds provided by the Executive Office of Elder Affairs. In addition to the newsletter, the Council provided approximately 62,220 units of service in transportation, nutrition, recreation, outreach and referral services to 820 of our elderly residents.

In September, the Council received a new 16 passenger lift- equipped shuttle bus from the State Executive Office of Transportation and Construction. 90% of the purchase cost came from State grants with the remaining 10% provided by passenger donations. We transported elders and handicapped residents to medical appointments, grocery stores, shopping malls, the Senior Center and hairdresser appointments.

Elders took part in the nutrition program at the Senior Center or received meals-on-wheels each week day. Old Colony Elderly Services provided the lunches at the Center and supplied meals-on- wheels to homebound elders. Easton-Lincoln Nursing Home supplied the special diet meals-on-wheels.

Instructional and recreational programs were offered in board games, bowling, ceramics, decorative wood painting, exercise, knitting/crocheting, line dancing, painting, walking club and quilting. The Area Agency on Aging, Old Colony Planning Council funded our Arthritis Assistance programs at the Easton Fitness Center and the Senior Center at Parker Terrace. The Council on Aging sponsored day trips and overnight tours.

Our outreach worker made home visits and contacted elders who had not received C.O.A. services in the past year. She arranged a variety of home care services for our elders by working with local social service agencies, volunteer groups and private homemakers. Volunteers and staff members took fuel assistance applications, issued senior citizen identification cards, completed Bay State Gas discount cards and distributed government surplus food to low-income residents.

We would like to thank the many volunteers who make our programs possible and the Easton Housing Authority for the use of their community hall for our Senior Center programs. We extend our appreciation to the Board of Selectmen, the Finance Committee and the residents of Easton for their continued support of our elderly services and programs.

Respectfully submitted:
Robert Keefe, *Chairman*
Richard Howe, *Vice-Chairman*
Beatrice Boucher, *Secretary*
Mary Scully, *Treasurer*
Claude Mourey, *Member*
Jerri Fitzgerald, *Member*
Dolores Kent, *Director*

REPORT OF THE RECREATION DEPARTMENT

The Easton Recreation Department eyperienced one of its most rewarding years during 1987-1988. With the outstanding leadership of the Commission members who chaired areas that appealed to their specific interests, a wide variety of programs were enriched and added to. In a recent town meeting the membership was enlarged to seven members. This increase hopefully will attract representation from other areas of the community.

The focus of attention was made to improving the Town Pool. The guard's quarters were redesigned, introduction of horse shoe pits, attractive announcement signs, and increasing the output flow of the filtering system were a few of the many improvements.

Of great favorable response was the a wide variety of summer concerts that had appeal in the community. Also an added dimension was the introduction of children Summer entertainment programs such as Mime Shows, Magicians, and Youth Concerts. The Commission is highly appreciative to the Easton Arts Council for their financial support with these programs

The introduction of a Community Activity Calendar which included officers of various local independent service and athletic organizations, scheduled athletic, recreational and civic events. Announcements of town organizational meetings, and important by- laws of the community. The Easton Arts Council, once again, offered monetary assistance.

Summer fun track meets, playground field trips, and instructional tennis lessons continue to attract many youth. The Fall and Winter programs retained their popular programs which included Open Gym (Basketball), Over-thirty Basketball, Co- Educational Volleyball, and three days of Special Need activities (Instructional/recreational Basketball, Youth and Teen Age Social Events) were popular.

The Commission and Director are highly appreciative of the capable assistance contributed by the secretary, Theresa Mandeville.

Respectfully submitted,
Valentine P. Muscato, *Director*

Commission Members
Ken Wood, *Chairman*
Kathy Baer, *Asst. Chairman*
Al Harrison
Peter Perron

REPORT OF THE BOARD OF APPEALS

To the Selectmen Town of Easton

We the members of the Board of Appeals respectfully submit the following annual report for the year 1988.

Forty nine (49) petitions, twenty-one (21) Variances, twenty-seven (27) special permits and one (1) appeal were received by the Board during the year which in conformity with the law, were duly advertised and copies of notices were given to all town boards,and mailed to all parties of interest as defined by Section 11,Chapter 40A, Mass.General Law.

The members of the Board after hearing all the facts and evidence as presented at the Public hearings, found as follows:

	Variance	Special Permit	Appeal
Petitions Granted	14	19	
Petitions Denied	4	7	
Petitions Withdrawn	3	1	1
	21	27	1

To help meet the rising costs, the board increased the filing Fee for petitions, from Fifty dollars($5O) to Seventy Five dollars ($75),effective September 1988.

The Board wishes to take this opportunity to thank all Town Officials and personnel for the assistance and service rendered the Board during the year.

Respectfully Submitted

William G. Bassett, *Chairman*
E. Vincent Carlson, *Vice Chairman*
John F. Mara, *Clerk*
Paul A Marino, *Member*
Lawrence J. Hurley *Member*
Barbara G. Paras, *Associate Member*
David A. McNeil, *Associate Member*

Board of Appeals

REPORT OF THE
SEALER OF WEIGHTS AND MEASURES

To the Honorable Board of Selectmen:

I herewith submit my report as Sealer of Weights and Measures for the calendar year ending Oecember 31, 1988. This department has inspected, tested, adjusted where necessary, and sealed following devices:

INSPECTIONS	**A**	**S**	**NS**	**C**
Scales				
Over 10,000 lbs	0	1	0	0
100-1000 lbs	3	7	0	0
10-100 lbs	6	78	0	0
10 or less lbs	1	9	0	0
Gasoline Meters	2	114	0	1
	12	209	0	1

Complaints — 0

A — Adjusted, S — Sealed, NS — Not Sealed, C — Condemned

This department has filed it's annual report with the Director of the Division of Standards, Commonwealth of Massachusetts, State House, Boston.

Receipts — $768.00

The 1988-1989 Budget of the Sealer of Weights and Measures: Combined salary and expense — $2,200. Respectfully submitted

Barry Woodworth
Sealer, Weights & Measures

REPORT OF THE
CEMETERY COMMISSION

In the year of 1988 we have complete cleaning the monuments in twenty-nine of the town-owned cemeteries, thanks to Gordon Melin who did a superb job. The Washington Street Cemetery will be completed in the Spring.

The Commission discovered the thirty-sixth cemetery near the water tower on Route 138. It is the Ichabod Manley Cemetery, originating in 1805.

The Commission wishes to thank Dan Amorim and Paul Boushell and their workers for mowing all town-controlled cemeteries.

Sincerely,

Clyde A. Craig, *Chairman*
John D. Melin

VETERANS MEMORIAL
SCHOLARSHIP COMMITTEE

In the year of 1988 the committee awarded nine vocational grants in the amount of three hundred dollars each for books, tools, or uniforms to the following:

Kellie Perry, 42 Center Street, North Easton
Antonio Gomes, 297 BayRoad, North Easton
Kelly Gill, 25 Hilltop Lane #1, South Easton
Steven Stares, Barrows Street, Norton
Stephanie Boyd, 26 Summer Street, North Easton
Richard Gravely, 181 Pine Street, South Easton
Michelle Chiles, 36 Pinebrook Lane, South Easton
Peter Ebert, 17 Dickerman Road, North Easton
Michelle Raffaele, 28 Pammy's Path, North Easton

Sincerely,

Permanent Committee:
Clyde A. Craig, *Chairman*
John F. Hurley
John D. Melin

Also: Chairperson—Board of Selectmen
Chairperson—School Committee
Commander—George S. Shepard Post 7, American Legion
Commander—George F. Schindler Post 2547, Veterans of Foreign Wars

REPORT OF THE
EASTON HISTORICAL COMMISSION

The Easton Historical Commission continues to encourage the community's sense of awareness of the uniqueness of the historical resources in Easton. The eighth printing of the Historical Map of Easton was completed In conjunction with the Bristol County Development Council. These maps are available from any member of the Historical Commission.

Two members of the Easton Historical Commission participated in the official reenactment of the ratification of the Constitution by Massachusetts. Edmund C.Hands and Hazel L. Varella were John Hancock Fellows, and Mr. Hands was also extensively involved in the planning for this excellent Bicentennial Convention held in the State House February 6th. Duncan B. Hollis, an Oliver Ames High School senior, represented the original Easton delegate, Captain Ebenezer Tisdale, and voted against the ratification. Subsequently at the April 11, 1908 Town Meeting, the citizens present voted to accept the Constitution of the United States.

February 7th the Easton Bicentennial of the Constitution Committee in conjunction withe the Easton Historical Commission and the Easton School Committee presented saving bonds to the winners of the local Bicentennial essay contest. Students from grades five, ten, and eleven participated in the contest. and three prizes were awarded to students in each grade level. The savings bonds were given by local civic and veterans groups and local banks.

The North Easton Village Natlonal Historic Landmark District was officially dedicated September 16th at a very special ceremony with Mr. John J. Kent as Master of Ceremonies. Mr. Kent, Mr. David Ames, and others had spent many years working for this distinct recognition to occur. At the dedication ceremonies, Mr. David Ames was offically recognized by the Town of Easton for his many historic contributions. The District includes the five H. H. Richardson buildings and Frederick Law Olmsted's Rockery. Tours and other special festivities occurred during the two-day program.

The Easton Historical Commission expresses its appreciation to all citizens and local agencies and again wishes to commend the North Easton Merchants Association for its excellent annual treelighting of the Rockery ceremony. The Commission meets the third Tuesday of each month, and the public is welcomed.

Linda Barrile
Paul E. Bloom
Maldene F. Hackett
Edmund C. Hands
John J. Kent
Gloria J. Stafford
Hazel L. Varella

REPORT OF THE LIBRARIAN
AMES FREE LIBRARY OF EASTON, INC.

The report of the Ames Free Library of Easton, Inc., for the year ending December 31, 1988, is hereby submitted.

During the past year, 662 new books were added to the library, bringing the total number of volumes to 49,009. Of the 1988 additions, 306 were adult and 356 juvenile.

The total number of books circulated came to 64,756. Of these, 29,002 were in the adult section and 35,754 in the children's room. The number of borrower's cards issued during the year came to 1,531, with 1,095 of them adult and 436 juvenile. The total number of borrower's cards held by residents of Easton amounted to 6,497.

Videocassettes, first circulated by the library in 1986, continued to be a popular item. At year's end, the library owned 101 such cassettes, which circulated a total of 2,069 times during 1988.

Margaret M. Meade retired in March after 12 faithful years as Librarian of the Ames Free Library. In June, the Board of Directors announced the hiring of James A. Frazier, formerly of the Kendall Whaling Museum, Sharon, to replace Miss Meade, with the new title Executive Director.

Activities for young people included spring and fall story hours for pre-schoolers and a summer reading program for children of all age groups. 137 children took part in the summer program, which climaxed with a Teddy Bears' Picnic. Blossom Bear (from Bears and Blossoms Teddy-Bear Shop) presented certificates of recognition to all participants.

Adult programs included a two-part discussion program, co- sponsored with the Temple Chayai Shalom, based on Herman Wouk's novel and miniseries *War and Remembrance*. At Christmas-time, the library hosted a candlelight concert of chamber music as part of the Village Festival activities.

Perhaps most auspiciously, in September, the library, along with her sister Richardson buildings, was officially designated part of the upgraded North Easton Village National Historic Landmark District. The attendant ceremonies drew sightseers and dignitaries from near and far, and served to remind Eastonians of the precious architectural and cultural heritage represented by the Ames Free Library.

Respectfully submitted,
James A. Frazier, *Executive Director*

REPORT OF THE
EASTON LIBRARY BUILDING STUDY COMMITTEE

During 1988 the Town of Easton took several important steps forward in the effort to create a new Public Library.

Prior to Special Town Meeting in November, the Committee presented to the Board of Selectmen a report which included a Public Library Plan of Service, Site Evaluation Report, and Building Program Statement, enccmpassing all the requirements of a new library building for Easton.

At that time, the architectural firm of A. Anthony Tappe and Associates completed preliminary design plans for a 23,000 square foot library meeting the needs and specifications of the above studies.

At Special Town Meeting voters unanimously approved three articles related to the library project. The first article expanded the Town By-Laws to provide for the appointment and operation of the Town first Public Library Board of Trustees.

The second relevant article allowed the Town to accept a very generous gift of land from Stonehill College. This gift of over 10 1/2 acres on Route 138, south of the David Ames Clock Farm, was the result of over one year of discussion involving the Committee, Town Administrator, Selectmen, and College Administration. The site was reviewed by librarians, architects and builders and meets all criteria for suitable location for a new public library. The acceptance of this gift effectively removed one of the major hurdles facing the Town in the progress of the library project.

The third library article authorized the use of $154,214 for construction of a library building and related expenses. With the commitment of this amount, combined with previous appropriations and the value of the gift of land, the Town showed adequate financial commitment to the project to qualify for funding under the Massachusetts Public Library Construction Program.

During November and December committee members, with the assistance of Library Consultants, the Town Administrator and other town officials, spent many hours completing the application for the grant program. At this writing, applications are in the hands of the Massachusetts Board of Library Commissioners, with awards to be announced later in the Spring.

During 1989, the Committee looks forward to the establishment of the Board of Trustees and investigation and initiation of alternative methods of fund-raising.

The Committee gratefully acknowledges the continued support and encouragement of the Town Administrator, Board of Selectmen, and other town officials and the generosity and assistance of Reverend Bartley

MacPhaidin, CSC, the Administrative Staff and the Trustees of Stonehill College.

Respectfully submitted,

Donna Richman, *Chairperson*
Gloria Stafford, *Vice-Chairperson*
Gus Arns, *Clerk*
Belle Paulino
Althea Thornton
William Ames
Jay Thomas
Hazel Varella
George Mather

REPORT OF THE EASTON BLUEPRINT 2000 COMMITTEE

During 1988 the Easton Blueprint 2000 Committee participated in a state-wide exercise to project community needs in the Year 2000. A report was delivered to the Selectmen which contained the Committee's findings in the areas of Education, Employment, Human Support, the Natural Environment and the Physical Environment. Basic research included a public forum, interviews with community leaders and officials and material from Old Colony Planning Council and other sources. A 30 minute video was produced and aired over Easton Cable Television. The Committee believes that its work represents the short of a long-range planning process aimed at the turn of the century which can be of considerable value to the Town.

Respectfully submitted

Joe F. Murphy, *Chairman*
Robert Babineau
Mary Connolly
Jean Kent
George Watson
Theodore Welte

Easton Blueprint 2000 Committee

REPORT FROM THE EASTON ARTS COUNCIL

The Easton Arts Council meets monthly to decide the expenditure of funds allocated to the community by the Massachusetts Arts Lottery Council. Applications for Arts Lottery grants are available January 1st to March 31str and again on or about August 1st to October 31st. The principal objectives of the Arts Council are to promote and maintain the vitality of existing cultural resources and to involve as many citizens as possible in some aspect of cultural activity. Grants are given to individuals and organizations that are dedicated to productive and creative efforts in the arts and humanities.

In April the council voted to grant the following:

a.	Actor's Collaborative production of "Damn Yankees"	$ 900
b.	North Star Productions	300
c.	Neponset Choral Soc. "Yeoman of the Guard"	150
d.	Wartburg College Singers at OAMH	300
e.	SMARTS Collaborative at Great Woods	1000
f.	OAMH art boards	600
g.	Theatre in the Works "Midsummer Night Dream"	1503
h.	Borderland—Circus band	300

The Circus band was later denied by the state, so the actual total of grants given was ..... $ 4753

In October, the council voted to grant the following:

a.	Stromberg & Cooper—Mummerstock	$ 500
b.	Concerts at Frothingham Park	900
c.	Recreation Dept. Activity calender	900
d.	Center Stage—Live Theater for Children	400
e.	No. Atlantic Ballet Co. NEG School	400
f.	Oliver Ames Alumni Art Show	511
g.	Neponset Choral Soc. "Messiah" at Holy Cross Church	200
h.	Spectrum Percussion Trio Middle School	300
i.	Messiah Sing—Douglas Anderson	475

The Activity Calendar was later denied by the state, so the actual total of grants given was ..... $ 4086

On October 29, the executive board of MALC sponsored a convention for local arts councils at the Museum of Fine Arts in Boston. Members from Easton attending were Jan Davis, Ellen Drown, Judy Manning, Jeanne O'Connor.

Resignations regretfully accepted by the council were Susan Murphy, Anne Petrone, Rosemarie Nadeau.

Respectfully submitted,
Janice A. Davis, *Chairman*
William MacMullen, *Treasurer*
Jeanne O'Connor, *Secretary*
Ellen Drown, *PASS Coordinator*
Judy Manning, *Vice Chairman*
Francis Manning

REPORT OF THE OLD COLONY PLANNING COUNCIL

To the Honorable Board of Selectmen and the Citizens of the Town of Easton.

As your representatives to the Old Colony Planning Council, we are pleased to present this report of the activities of the Council for 1988.

During the year, the Council moved into its new office quarters located in the historic Brockton Edison Electric Illuminating Power Station building, located at 70 School Street in Brockton, MA. The facility will serve as the permanent home of the Council and enable the Council to provide more efficient services to its member communities. An Open House was held in early September for local and state officials to mark the event and visitors are welcome to view the restored building.

The program activities of the Council in 1988 were again concentrated on three major areas: Community and Economic Development; Transportation and Transit Planning and, Elder Services Planning as the Area Agency on Aging. Council funding during the year increased slightly over the 1987 level due largely to additional financial support from th State Department of Elder Affairs for administering the Nursing Home Ombudsman Program in the region. State budget difficulties this year resulted in the termination of Regional Planning Agency grant funds used by the Council to address issues of regional concern. The Council is hopeful that this source of funding will be restored in the FY 1990 budget.

Housing production in the Old Colony region slowed during the year, but several major commercial developments were proposed or advanced in 1988 demonstrating a healthy area economy. Prospects for 1989 appear optimistic since indications from an OCPC study completed during the year show that the area has been reasonably successful in attracting growth firms.

In 1988, the Council proposed a Memorandum of Agreement by and among the communities of the Old Colony Planning Council which would establish a regional review process for developments having a regional impact. The process would give communities the opportunity to comment on proposed developments in neighboring communities that they would be impacted by although they do not have jurisdiction in granting approval to the project. It would establish an advisory, non-binding review process to assist local decisioning authorities in the review of major development proposals. The proposal has been generally well received and the Council is reguesting local approval through town meeting action in 1989.

Specific technical assistance to the Town in 1988 included:

- Route 106 Traffic Study
- Norton Ave. Axle Classification Study
- Strategic Planning Grant Preparation

- Turnpike/Purchase Streets Traffic Study
- Canoe River Project Grant Preparation
- Traffic Counts

In 1988, John J. DeMarco of Avon was elected as President of OCPC; Robert W. Smith of East Bridgewater was elected as Council Secretary; and, James A. Kassos of Brockton was elected as Council Treasurer.

The Council gratefully acknowledges the generous support and cooperation of its member communities, the participation and involvement of members of the Joint Transportation Committee chaired by Mr. John Yaney; the Overall Economic Development Committee chaired by Mr. Joseph Joseph; and, the Area Agency on Aging Advisory Committee chaired by Ms. Barbara Farnsworth. The Council also recognizes the work of local boards and commissions and the many government agencies, public and private institutions and individuals who have assisted the Council.

Respectfully Submitted,

Richard H. Chase, Delegate
Jeanmarie Kent, Alternate
Old Colony Planning Council

1988 BIRTHS REGISTERED IN EASTON

DATE	CHILD'S NAME	PARENT'S NAMES (MAIDEN NAME OF MOTHER)
January		
3	Robert Mark Turner, Jr.	Robert M. and Darlene (Campia)
5	Andrea Vetri Lindback	Edward W. and Dianna J. (Vetri)
7	Alexandra Jacquelyn Marcus	Stephen M. and Carol A. (Augustyniak)
7	Lindsey Marie Sullivan	Russell J. and Donna M. (Pizzi)
7	Nicholas Francis Thomas	Francis F. Jr. and Allison J. (Young)
8	Shannon Marie Tremblay	David L. and Kirsten M. (Anderson)
12	Kevin Philip Cotter	Daniel E. and Irene M. (Walsh)
13	Jennifer Anne Covett	Robert G. and Charlotte M. (Vey)
14	Darren Franklin Ferguson	Ronald F. and Helen M. (Mont)
14	Michelle Lauren Somerville	Edward G. and Paula C. (Mont)
16	Meredith Marie Beatrice	Martin J. and Laurette M. (Whitt)
19	Danielle Marie Newman	Wayne A. and Jill A. (McNamara)
20	Ashleigh Olivia Peters	Nicholas T. Jr. and Dinyce V. (Clancey)
20	Gerald Francis Dalton, III	Gerald F. Jr. and Tamara M. (Whalen)
27	Jessica Marie Dwyer	Philip C. III and Diane H. (Ford)
30	Sarah Jillian Maloney	Thomas L. Jr. and Patricia M. (Mooney)
February		
1	Peter Joseph McCann	Anthony F. and Anne M. (Papineau)
4	Joshua Lee Harman	Mark Y. and Kellie S. (Sandlin)
4	Scott William Johnson	Scott E. and Karen E. (Ferris)
5	Katrina Marie Monsini	Pio and Martha E. (Gaibl)
5	Samantha Ann Sakowich	Michael J. and Kristina L. (Allen)
8	John Howard Hamilton	Phillips H. and Patricia S. (Sarazen)
12	Katherine Eliza Hulbert	James T. and Lori A. (McElroy)
14	Amanda Cathryn Lehan	Kevin F. and Cynthia C. (Canto)
17	Dana Beth Ciborowski	Michael S. and Lisa B. (Berkson)
18	George Louis Courville III	George L. Jr. and Kathleen A. (Donnelly)
18	Jordan David Willis	Edward S. and Heather A. (Johns)
19	Ryan Dunham Dahlberg	Jon D. and Pamela A. (Pert)
19	Taylor Brittany Frazier	Paul W. and Gina A. (Taylor)
20	Matt Ian Daniels	Mark S. and Gale C. (Forman)
22	Patrick John Haggerty	Timothy C. and Gail M. (McKinnon)
22	Lauren Elizabeth McAndrews	John F. and Geryl A. (Calendonia)
29	Victoria Ann Palm	Peter and Maura J. (Decouto)
March		
2	Laura Ann Pergerson	David A. and Theresa M. (McCormick)
6	David James Brazauskas	Vincent A. and Karen M. (Gloekler)
6	Lyndsay Beth Paparo	Vito and Judith A. (Correia)
7	Alicia Ann Tirrell	Michael E. and Carla A. (Ambrose)
7	Alicia Nicole Whalen	Stephen J. and Maureen T. (Whalen)
11	Christopher James Lessa	David E. and Nancy F. (Brennick)
14	Paul Richard Fruzzetti	Richard P. and Katherine C. (Lynch)
14	Joia Grace Spinelli	Guy A. and Rosemonde R. (Reilly)

15	Jesse Gerald Hanawalt	Larry A. and Wendy A. (Belgard)
17	Andrew Jason Ivaldi	Steven F. and Karen L. (Perry)
17	Steven Harry Cumings	Robert W. and Pamela M. (Roach)
17	Abigail Elizabeth Harper	Willis J. and Margaret M. (McNett)
21	Patrick Joseph McKenna	Brian J. and Mary E. (Foley)
24	Alexander Jeffery Brockman	Marc R. and Janice G. (Grew)
25	Jennie Rose Halperin	Michael B. and Judith A. (Costin)
28	James Francis Danahy	Timothy J. and Mary E. (Cusick)
30	Dana Matthew Faradie	Robert A. and Donna M. (Sebastyn)
31	Jeffrey Colin Kosinski	Chester D. and Linda A. (Campbell)

April

4	Alexandra Ellen Albrecht	Steven A. and Ellen S. (Meharg)
4	Joshua Adam Bystock	Charles N. and Ellen B. (Martin)
7	Matthew Thomas Ford	Paul Q. and Patricia A. (Gallagher)
8	Benjamin Eisert Monnin	Leon J. and Dianne E. (Eisert)
11	Colin Davis Jones	Cedric D. and Melanie D. (Davis)
11	Cameron David Jones	Cedric D. and Melanie D. (Davis)
14	Louis Benjamin Delguercio	Louis G. and Carolyn D. (Davis)
15	Kenneth Spencer Bernstein	Spencer T. Jr. and Joan E. (Cournoyer)
16	Shannon Lynne McCarthy	Robert A. and Mary A. (Bourne)
20	Tracy Lynn Woodward	Charles T. and Deborah M. (Hurley)
21	Daniel Harrison Faas	David M. and Eileen B. (Berman)
21	John Bartlett Lanigan, III	John B. Jr. and Judith A. (Speers)
21	Joan Elise Lanigan	John B. Jr. and Judith A. (Speers)
21	Casey Lynn Manning	William G. and Terresa M. (Ohare)
21	Jaime Elizabeth Wallen	Ralph C. Jr. and Joyce A. (Cornell)
21	Peter Blaine Yochim, Jr.	Peter B. and Elaine M. (Bickley)
22	Kevin William Thompson	Terence G. and Corinne C. (Shaw)
23	Justin Michael Burtsell	Kevin D. and Debora J. (Leonard)
24	Michael John Nicholaides	John and Joan M. (Maloney)
25	Laura Jane Hamilton	David E. and Susan M. (Viveiros)
27	Rebecca Gooding Allen	Ronald M. and Laurie G. (Gooding)
28	Rebecca Judith Howe	Richard T. and Judith W. (Wood)

May

2	Thomas James Clarke	Thomas J. and Lucia F. (Louro)
2	Melissa Ann McGuinness	Mark D. and Paulette (Church)
2	Roger Frederick Walker, Jr.	Roger F. and Gail M. (Dukeman)
5	Kayla Marie Kershaw	Howard V. and Ann M. (Dettore)
7	Katelyn Elizabeth Shea	Wayne E. and Karen A. (McLaughlin)
9	Cullen Lee McElroy	Michael R. and Anne M. (Webb)
9	Katelyn May Pessia	Wayne J. and Anne M. (Dexter)
9	Jessica Manning Crosby	Peter H. and Jeanne M. (Brennan)
12	Joshua Paul Berry	David A. and Dalene M. (Justice)
13	Kieran Charles McCoobery	Michael J. and Katherine N. (Norton)
13	Michael Andrew Siegal	Jerold M. and Maureen A. (McCarthy)
15	Alicia Katelyn Caswell	Neil A. and Jennifer D. (Loftin)
17	James Michael Anastasi Jr.	James M. and Diane (Hicks)
19	Larissa Nichole Peterson	James M. and Brenda J. (Young)

22	Michael Anthony Thomas	Richard and Carla R. (Sylvester)
24	Thomas Frederick Nolan IV	Thomas F. III and Lynne A (Dostoomian)
28	Elizabeth Grace Moseley	Peter B. and Paula J. (Murray)
30	Christopher Russell Chin	Russell S. and Winny (Ou)
31	Adriana Elizabeth	William Jr. and Michelle L. (Morrow)

June

1	Michael Patrick Sirois	Craig E. and Margaret M. (Boyle)
2	Dale Maverick Perkins	James L. and Theresa M. (Kerchner)
2	Thomas Jon Robinson Jr.	Thomas J. and Danielle M. (Falco)
4	Alyssa Bowen Wintergrass	David J. and Andrea (Bowen)
5	Michelle Dawn Coffin	David A. and Dawn M. (Holland)
6	Jennifer Lauren Reynolds	Robert E. and Sandra I. (Mannett)
7	Paul Edward Ingargiola	Richard J. and Carol A. (Rosequist)
8	Benjamin Patrick Faust	Scott A. and Joanne L. (Camara)
8	Megan Theresa Larrabee	Raymond A. and Alyson M. (Sousa)
8	Steven George Marshall	Steven C. and Gayle A. (Studley)
8	Eric Matthew Zeiler	Jeffrey L. and Vickie L. (Frey)
10	Griffith David Jones	Griffith R. and Jody L. (Price)
10	Philip Michael Southworth	Sidney L. and Jane C. (Richard)
12	Allison Jean Capozzoli	Mark D. and Donna J. (Cincotta)
12	Jessica Lee Reynolds	Roger C. and Kathleen A. (Escher)
16	Conor Patrick Demers	Patrick P. and Mary E. (Boyce)
16	Tamara Rose Scheiner	Jay M. and Lemoyne N. (Erdos)
17	Christopher Hall Harris	John E. and Susan M. (Wilcox)
17	Andrew James King	Paul A. and Mary E. (Dunn)
19	Joshua Paul Daniel Bagdon	Lawrence E. and Regina A. (Krega)
19	Austin James Crumpton	Marc C. and Mary-Ann H. (Hankard)
22	Gregory James Savini	Paul E. and Diane F. (Fitzgerald)
24	Valerie Kristen Williams	George C. and Amy N. (Nichols)
27	Kristen Michelle Welch	Dennis M. and Shellah M. (Hurley)
28	Leslie Stephanie Lin	Robert C. and Daphne C. (Wang)
28	David Johnathan Malone	William P. and Katerina (Raptis)
29	Brooke Marie Devins	Richard S. and Gail M. (Freitas)
29	Matthew Christopher Dunn	Thomas A. and Eileen A. (O'Sullivan)

July

1	Alessandra Page Magno	Charles P. and Susan E. (McNeill)
1	Matthew Edward Nordeen	Edward A. and Tammy D. (Rucker)
2	Ryan Joseph Daisy	William E. and Denise M. (Garrigan)
2	Johnathan Isadore Weinstein	Eric M. and Kimberley A. (MacDonald)
7	Bruce Edward Allen Jr.	Bruce E. and Teresa A. (Dalton)
7	Michelle Ann Millen	Randall R. and Lisa A. (Downey)
7	Meaghan Mary Nicholson	Thomas E. and Colleen E. (Walsh)
9	Michael Thomas Whalen	Thomas M. and Roberta M. (Mancuso)
10	Jonathon Robert Carroll	Robert C. and Joanne (Sullivan)
11	Hannah Catherine Cella -Mowatt	Lawrence C. and Dianne M. (Cella)
12	Amy Rose Woodman	Barry W. and Sharon A. (Cady)
13	Moises Edward Lom	Moises J. and Julia M. (Faria)
14	Chad Phillip Belliveau	Robert W. and Christine P. (Brown)

15	James Patrick Farrell	Michael J. and Ann M. (Toomey)
15	Marissa Ann Furber	Steven P. and Margaret E. (Mills)
15	Susan Elizabeth Furber	Steven P. and Margaret E. (Mills)
16	Daniel Mark Ferretti	Mark A. and Brenda H. (O'Leary)
23	Taylor Leigh McGillvray	Ronald P. and Donna M. (Niland)
25	Matthew Ryan Goldberg	Daniel A. and Michelle L. (Day)
25	Melissa Michelle Smith	Royce D. and Mary L (Achorn)
26	Lauren Paige Neumeister	Anthony K. and Amy M. (Downey)
27	Ryan Patrick McElhinney	Brian J. and Rhonda T. (Stone)
28	Melissa Lincoln	Scott B. and Maureen A. (Waygan)
29	Julie Page Kent	John J. Jr. and Karen A. (Page)

August

1	Christopher Victor Hill	Jeffrey J. and Kathy J. (Rutledge)
1	David Roland Piesco-Putnam	Robert F. and Nancy E. (Piesco)
6	Melissa Ashley Robbins	Kenneth P. and Lisa M. (Welsh)
7	Brittany Anne Tasho	Peter M. and Jeannine L. (Landreville)
8	Meghan Elizabeth Hulbert	Wayne R. and Gayle A. (Goward)
9	Marrissa Lee Marlborough	Michael T. and Cynthia L. (Hogan)
11	Nick Daniel Babineau	Christopher D. and Yumiko K. (Komatsubara)
12	Alyssa Caitlin Levine	Norman J. and Karen L. (Lee)
15	Geoffrey Milton Alden	Peter H. and Arlyn L. (Freeman)
17	Jeffrey Cleveland Cocchi	John J. and Joan M. (Natrola)
17	Daniel Ross Brenner	Brian R. and Lauren R. (Hochstat)
18	Daniel Lee Fisher	Gary L. and Robin L. (Price)
20	Austin Michael Strange	Gregory L. and Kathy A. (Young)
21	Jamie Michael Swanbeck	Wallace J. Jr. and Elaine M. (Parker)
22	Arianne Avellino	Steven R. and Donna M. (Brousseau)
23	Laura Elizabeth Kligler	Roger M. and Catherine W. (Whelan)
24	Kathryn Jean Gammons	Michael E. and Nancy J. (Degirolamo)
25	Douglas Edward Deegan	Andrew R. and Cathy J. (Botts)
27	Hannah Booth Domschine	Eric A. and Kyle J. (Hamilton)
28	Brendan Ryan Edwards	Wayne J. and Theresa M. (Hilliard)
28	Timothy Herman Wotton	Kevin S. and Barbara C. (Clark)
29	Keleigh Michelle Johnson	John H. Jr. and Kathy-Jane (Cipriani)
29	Matthew James Swieca	Michael G. and Debra K. (Sliefert)
30	Jennifer Leich Pearl	Leland J. III and Jane H. (Burke)

September

2	Caitlin Kara MacDonald	John and Colleen Ann (Burke)
2	Andrew Ross Stacey	Edward S. and Rhonda G. (Fox)
2	Heather Marie Tufts	Stephen R. and Deborah A. (Gammell)
5	Jared Benjamin Feldman	Michael S. and Ruth M. (Pearson)
7	Susan Ailene Pladsen	Michael R. and Laura A. (Todaro)
7	Kevin John Rosbicki	Stephen G. and Catherine G. (Galvin)
8	Alexander John Costello	John A. and Ellen M. (Stanlaske)
9	John Leo Keefe	Leo T. and Maureen E. (Corbett)
10	Michael Leonard Rizzo	Leonard J. and Susan D. (Thierauf)
12	Celeste Marie Digloria	Dennis J. and Ruby D. (Harness)

13	Andrew William McNamara Louko	Paul F. and Nancy L (McNamara)
14	Christopher Timothy McMahon	Timothy and Carla J. (Richard)
14	Eric William Olsen	William P. Jr. and Maureen M. (McDermott)
15	Amanda Rose Tino	Mark S. and Pamela (Higgins)
16	Zachary Louis Werner	Joshua D. and Nancy (Hochheiser)
18	Ashley Elaine Durkin	William P. and Barbara C. (Strahan)
19	Savas Antonios Vallas	Sakellarias M. and Maria (Milatos)
21	Eric Gustav Anderson	Lee F. and Sara L. (Haynes)
23	Kyle Patrick Prohovich	Donald P. and Sheryl A. (Hoey)
23	Addison Anne Rubenstein	Leonard B. and Suzanne (Beaudin)
23	Timothy James Vaughn	Christopher D. and Julie A. (Scott)
26	Ryan Cantine Lally	Andrew S. and Debra (Cantine)
27	Sarah Madeline Beals	John R. and Sharon (Collins)
30	Michael Joseph Ohrenberger	Michael H. and Carol L. (Reed)

October

1	Michael Paul Tanner	Paul S. and Annmarie (Reitsma)
2	Allison Elizabeth Galanis	Peter L. Jr. and Amanda S. (Powell)
3	Kayla Conway Ennion	William G. and Brenda J. (Conway)
3	Emily Jayne Joyce	Lawrence W. and Christina M. (Niland)
6	Lauren Michelle Nalepa	Walter and Cynthia M. (Pernici)
7	Taylor Louise Harrison	Ulysses & Louise A. (Gurley)
11	Megan Vaill Plante	David P. and Susan K. (King)
12	James Donald Craig	James D. and Sharlene R. (Pettit)
12	Jeffrey Mark Hanson, Jr.	Jeffrey M. and Ilene M. (Shea)
12	Jennifer Lyn Szymanski	Michael and Jeanne C. (Riley)
13	Ryan Jarrid Mutkoski	Richard L. and Melissa J. (Ringgold)
15	Elizabeth Ellen Veronica Smith	Robert E. and Karen A. (Marden)
16	Lauren Frances Turowetz	Ronald P. and Frances C. (Catanese)

November

1	Patrick Thomas Casey	John M. Sr. and Marcia L. (Cahill)
3	Michael Joseph Diemer	Dennis J. and Sandra M. (Vasapollo)
5	Chelsie Marie Johnson	Earl F. and Mervina T. (Moran)
5	Philip Joseph Tarallo, Jr.	Philip J. and Gay F. (Finan)
7	Cullen Kenneth Edes	Benjamin D. and Katherine C. (White)
7	Brian Kenneth Fernandes	Kenneth J. and Linda M. (Jencyowski)
12	Tyler Martin Harris	Todd A. and Susan A. (Hunt)
14	Sarah Lucy Murphy	Robert J. and Angela C. (Ferrara)
16	Amy Elizabeth Franklin	Robert C. Jr. and Pamela J. (Scheele)
17	Alexander James Haederle	John S. and Anella (Tucci)
20	Stephanie Marie Merritt	Daniel J. and Debra A. (Wise)
28	Heather Ann Gary	Arthur W. and Deborah A. (Peters)
28	Christopher John Kelley	Michael J. and Jane E. (Bourne)
29	Carmen Grace Leite	Joseph A. and Graciete (Gomes)
29	Carolyn Jean Notartomaso	Robert N. and Barbara J. (Catino)
30	Jason Daniel Shaffer	Wayne M. and Kim E. (Lamachia)

December

1	James Michael Schillinger	Mark F. and Patricia M. (Farrell)
1	Andrew Joseph Ippolito	John J. and Mary E. (Murphy)
8	Danielle Marie Bailey	Edward E. and Dorothy A. (Roy)
8	Matt Alex Mizrahi	Kenneth A. and Eve S. (Goren)
10	Penelope Olivia Kagan	Joseph P. and A. Felicity (Burt)
11	Elizabeth Ellen Conrad	David R. and Ellen F. (Green)
12	Matthew Stephen Dias	Stephen R. and Ann-Marie (Chadwick)
12	Joshua Alan Siegel	Alan P. and Donna C. (Peeler)
20	Jeffrey David Hamilton	Albert F. Jr. and Jessie H. (Fleming)
24	Lucas Joseph McGill	Joseph V. and Marisol (Arzeno)
24	Nicholas James Norrman	John F. and Doreen M. (Howard)
26	Hilary Inez Olson	Russell E. and Gayle E. (Hanson)
28	Joseph Steven Boerman	Steven P. and Grace K. (Joyce)

1988 MARRIAGES REGISTERED IN EASTON

DATE	NAMES
JANUARY	
2	Andrew F. Payson of Townsend and Kim A. Gromko of Easton
2	Alfred S. Bell Jr. and Deborah A. Sprout, both of Easton
16	Anthony E. Perkins and Deirdre J. Arruda, both of Gorham, Maine
16	Daniel E. Marble of Middleboro and Jennifer J. Wood of Easton
23	Skender Kruja of Brockton and Jean M. Raymond of Mansfield
FEBRUARY	
6	Mark Acres and Veronique Yasse, both of Jamaica Plain
14	Joseph D. Burroughs of Easton and Jennifer Waterman of Stoughton
20	Gregory L. Strange and Kathy A. Young, both of Easton
21	Robert J. Murphy and Laurie B. Johansen, both of Easton
28	Irwin Bass and Sharon Reingold, both of Easton
March	
18	Alexander L. Chalmers and Jacqueline A. Esterman, both of Easton
18	Gary T. Foley and Marguerite Bagas, both of Easton
19	Gregory L. Gilson and Joanne M. Demling, both of Taunton
26	John A. Sullivan and Kathleen M. Jackson, both of Easton
26	John Moschella of Dorchester and Wendy Miller of Easton
April	
2	Kevin M. Lord and Gretchen Harvey, both of Easton
9	John J. Moynihan, III of Easton and Darlene A. Morency of Brockton
9	Robert A. Ciavarra of Easton and Christine M. White of Norwood
16	William D. Crandell and Kim M. Lynons, both of Easton
16	Patrick A. MacNeil of Jamaica Plain and Carolyn A. Crane of Framingham
16	John M. LeBlanc of Brockton and Renee D. Marshall of Easton
17	A. Robin Tillberg and Deborah T. Champion, both of Easton
24	Marshall D. Stroll and Laureen J. Ziino, both of Easton
24	William T. Humphrey and Kathleen M. Hollis, both of Easton
May	
1	Robert D. Calkins and Yvette I. Beland, both of Easton
3	Richard P. Polvinen of Stoughton and Edith E. Damon of West Bridgewater
7	Donald W. Baker and Patricia F. Baker, both of Easton
7	Daniel P. Smith of Pembroke and Deborah A. Carey of Easton
7	Richard A. Lucas of Brockton and Maureen E. Carrie of West Bridgewater
7	John H. Ward, Jr. and Sharon McCarthy, both of Easton
7	Michael E. Napolitano and Maureen Christensen, both of Easton
7	Daniel C. Cobb, Jr. and Jacqueline A. Clifford, both of Easton
8	Richard L. Snyder and Karla M. Donnarumma, both of Easton
14	Stephen M. Bliss of Taunton and Terri A. Siegel of Wollaston
14	Joseph H. Zukowski and Donna A. Hervieux, both of Easton
21	Frank A. Cancelliere and Ellen W. Coote, both of Easton
21	Douglas A. Anderson of Rockland and Patricia A. Tracy of Easton

28 Peter M. Manzi of S. Weymouth and Joanne M. Orcutt of Easton
29 Steven M. Moore of Waltham and Sue A. Booth of Easton

June
4 Christopher B. Burns and Kimberly Crosby, both of Easton
4 Joseph A. Gomes and Suzanne Desforges, both of Easton
4 Todd P. Scowcroft and Melissa J. Sabin, both of Easton
4 Michael R. Pugliesi, Jr. and Rhonda L. Romani, both of Easton
11 Robert J. Leboeuf of Easton and Elaine M. Arthur of Brockton
11 David A. Petzoldt and Donna M. Charland, both of Easton
11 Roger M. Woodman and Robyn E. Gage, both of Easton
18 James Kjelgaard of West Bridgewater and Karen Peterson of Easton
18 Edward W. Gilman and Barbara A. Hope, both of Easton
18 Glen E. MacDonald of Avon and Christine D. Colwell of Easton
18 Alan D. Techiera and Tracey J. French, both of Easton
18 John J. St. Onge, Jr. of Easton and Lori D. O'Connell of Hanover
18 James A. Bell III and Lorraine C. Lane, both of Easton
18 David F. McKenna and Linda J. Cirelli, both of Easton
19 Neil Wasserman of Easton and Lisa M. Beliveau of Canton
19 Donald M. Davidner and Lynne M. Wilde, both of Easton
19 Michael W. Richard and Robin J. Rupprecht, both of Easton
25 Christopher F. Hayes and Diane L. Cunningham, both of Easton
25 Leonard S. Quintin of Providence, RI and Marjorie A. Cormier of Easton
25 Robert K. Benson of Warwick, RI and Julie A. Bruno of Easton
25 Matthew J. Menapace and Anna T. Linzi, both of Easton
25 Thomas W. Norrman and Gayle E. Anderson, both of Easton
26 James M. Cheevers of Dorchester and Diane M. Sullivan of Easton
29 Kenneth A. Neas and Wendy Kelley, both of Easton

July
3 David A. Hardy and Roberta E. Fried, both of Easton
7 David J. Borinski and Chog H. K. Warriner, both of Easton
9 Kenneth R. Hollis and Paulette E. Rei, both of Easton
16 Michael E. Dorsey and Judith L. Gillette, both of Easton
16 Rory Kallfelz and Robin C. Ruggles, both of Easton
17 Colie P. Knotts and Cynthia Simolari, both of Concord, NH
30 Donald K. Gilmore and Sharon L. Nadeau, both of Easton
30 Charles F. McCarthy, III of Hingham and Mary J. Bagnell of Easton
30 Keith A. Eaton and Elizabeth A. Martin, both of Easton
31 Stephen P. Silva and Lisa J. D'Abreu, both of Attleboro
31 Glenford W. Dow and Lisa J. Armstead, both of Easton

August
6 David A. Everett of Easton and Linda J. Howard of Brockton
6 Brendan Loftus, Jr. and Robin M. Griswold, both of Easton
6 Norman D. Hicks and Marie Goodwin, both of Easton
6 Mark E. DiLorenzo of Easton and Regina M. Fulginiti of Brockton
12 Thomas E. Price and Melissa J. Stearns, both of Easton
13 James H. McLaughlin of Easton and Mary G. Gilmore of Derry, NH
13 Thad C. Tirrell and Katherine M. Pearl, both of Easton

18 Robert F. Mahoney and Linda L. O'Leary, both of Easton
19 Glenn W. Allen and Lisa A. Arsenault, both of Easton
20 Alfred Hoornik of Tampa, FL and Joanna Klenert of Chesapeake, VA
20 Robert Babchuck and Donna L. Bresnick, both of Easton
20 Joseph Fistori and Deirdre J. Lundon, both of Easton
20 William C. Trask and Mary A. Cass, both of Easton
20 Andrew Verrocchio of Peabody and Jo F. Manning of Easton
21 Donald W. Byron and Christine R. A. Pucci, both of Easton
27 Jeffrey J. Fish and Rita Bergeron, both of Easton
28 Scott E. Anderson of Moraga, CA and Beth-Ann Dyer of Easton
31 Marvin P. Gans of Easton and Mary A. Whalen of Weston

September
10 Hector F. Cote and Jean H. Latham, both of Easton
10 Lawrence F. Cicchetti of Easton and Karen E. O'Neill of Stoughton
10 Paul E. Ouellette of Brockton and Theresa R. Gavin of Easton
10 Troy Bickford and Susan Sampley, both of Easton
11 Jeffrey W. Aust and Rosa A. Pasquale, both of Washington, DC
11 Frederick J. Sullivan and Brenda A. Evans, both of Easton
11 Mark A. Cummings of Hingham and Carla M. Killelea of Easton
17 Christopher G. Massey of St. Louis, MO and Pamela A. Rollinson of Easton
17 Thomas A. Puopolo and Cheryl A. Zwarick, both of Easton
17 John E. Brown and Jennifer M. Papineau, both of Easton
24 Kenneth A. Ciampa of Brockton and Colette R. Lynch of Easton
24 Jay W. Briggs and Rhonda L. Wry, both of Easton
24 David N. Zaff and Gail C. Foscaldi, both of Brockton
24 James M. Toomey and Kristin E. Wright, both of Easton
24 Paul O. Powers and Suzanne P. Letendre, both of Blackstone
30 Steven A. Sykes and Linda M. Richard, both of Easton

October
1 Daniel Mullaney of Needham and Catherine MacDonald of Stoughton
1 Mark J. Cerce of Easton and Deborah L. Fast of Holliston
1 Michael Masters and Fran Zalkin, both of Easton
7 Vascow W. Amorim of Easton and Patricia F. Kitterick, both of Easton
8 Eugene Deziel and Denise F. Kitterick, both of Easton
8 Richard R. Prader, Sr and Nancy J. Sette, both of Easton
8 Paul D. Hurley of Easton and Kelley J. Desnoyers of Adams
8 Adolph L. Guido of Peabody and Patricia J. Decoste of Easton
8 Peter R. Dolliver and Sabine A. Scheffler, both of Easton
8 Bromme H. Cole and Sandra E. Fearnley, both of Easton
9 Robert S. Kelly of Brockton and Joan Schiffer of Easton
9 Walter P. Donahue, Jr. and Joan C. Serverson, both of Easton
9 Ralph W. Kaspar and Malvina E. Sproul, both of Easton
13 Norman A. Kingsley, Sr and Emily J. McNeill, both of Taunton
15 Peter Whitmarsh and Judith Macomber, both of Easton
15 David L. Devore and Kathleen M. Keenan, both of Kissimmee, FL
15 Joseph Kippenhan of Easton and Joanne Walsh of Stoughton
16 Jeffrey L. Tufts and Amberly J. Sano, both of Easton
16 James J. Chichetto of Burnham, ME and Violet Principe of Palm Beach Garden, FL

21 Daniel L. McNeel of Londonderry, NH and Darlene M. Stewart of Easton
21 Arthur T. Christie and Mary E. Weston, both of Brockton
22 Wayde Edwards and Suzanne Simmons, both of Easton
22 Ralph P. Michel and Melissa J. Smith, both of Taunton
29 Edward Lewicki, III of Plainville and Jayne F. Edmonston of Easton

November
5 David A. Johnson and Diane M. Soares, both of Easton
11 Allan J. MacNeil and Patricia M. L. Pereira, both of Easton
12 Bruce R. O'Leary of Brockton and Amy B. Sousa of Easton
12 Dean Tupper and Kenna Cunningham, both of Easton
12 Josseph P. Reardon of Mansfield and Karen A. Silvia of Taunton
12 Michael R. Kondracki and Maryanne Nixon, both of Easton
18 Richard P. Randlov and Gail E. Paradiso, both of Easton
19 Thomas M. Sturm and Jennifer M. Johnson, both of Easton
25 Arnold LBennett and Laura Carlson, both of Easton
25 Charles Greenhalge Jr. and Christine L. Leu, both of Easton
26 Patrick Brennan of East Bridgewater and Paula Maneikis of Easton

December
3 Robert K. MacKay Jr. of Easton and Carole A. Lanfranchi of Easton
30 John A. Rego and Deborah J. Pomeroy, both of Easton

1988 DEATHS REGISTERED IN EASTON

DATE	NAMES	AGE	CAUSE OF DEATH
January			
1	Carl Hanson	76	Cardiopulmonary Arrest
2	Nancy J. Thurston	43	Progressive Carcinoma
3	Ethel R. Allen	93	Carcinoma
4	Louise Hegarty	51	Metastatic Cancer
5	Ruby H. Giles	94	Cardiovascular Accident
13	Janice Stares	42	Accident (House Fire)
22	Francis X. Brown	52	Cardiac Arrest
23	George W. Robinson Sr.	70	Pneumonia
25	Wallace E. Porter	55	Acute Myocardial Infarction
27	Thomas Lockary	67	Coronary Artery Disease
31	Margaret James	85	Arteriosclerotic Heart Disease
February			
3	John A. Rego	69	Acute Myocardial Infarction
5	Eileen A. Alther	60	Myocardial Infarction
6	Linda B. Bredberg	40	Auto Accident
11	Frank Caliri	88	Pneumonia
19	Ruth W. Leonard	88	Cardiorespiratory Failure
20	John J. Slavitz	77	Cardiac Arrest
22	Geraldine P. Allen	82	Cerebrovascular Accident
23	Gladys Lohnes	90	Cerebrovascular Accident
26	Marjorie H. Gaibl	82	Arteriosclerotic Heart Disease
March			
2	John C. Allingham	68	Bilateral Pulmonary Emboli
4	Eleanor R. Parker	85	Cardiopulmonary Arrest
4	Beatrice Sheldon	85	Bronchopneumonia
5	Anna C. Heath	74	Coronary Heart Disease
6	Mary I. Lawes	93	Pneumonia
10	Regina E. Benson	96	Gastroenteritis
12	Ethel B Marr	81	Non Hodgkins Lymphoma
14	Greta Scannell	79	Cardiopulmonary Arrest
18	Mildred G. Reed	94	Malnutrition
18	Helen L. Sargent	84	Congestive Heart Failure
22	Josephine E. Anderson	78	Acute Myocardial Infarction
22	Minnie T. Corbett	88	Sepsis
22	John L. Spiby	68	Congestive Heart Failure
23	David F. Driscoll	69	Congestive Heart Failure
28	Lillian L. Massey	57	Septic Shock
April			
10	Anna M. Wilde	80	Cardiac Arrest
15	Anna Zemaitis	92	Cardiopulmonary Arrest
28	Cora Conceison	80	Pneumonia
28	Christine M. McLaughlin	71	Cardiac Arrest

May

2	Richard L. Howlett Sr.	56	Coronary Artery Disease
3	Clarinda P. Clark	94	Cardiac Arrest
3	Katherine Tracy	68	Cardiopulmonary Arrest
6	Helen K. Sickles	90	Cardiac Arrest
7	Florence C. Huddy	74	Pneumonia
8	Teresa G. Walsh	95	Cardiac Arrest
8	Vera Clark	82	Carcinomatosis
12	Louis C. Crispi	60	Metastatic Carcinoma
14	Muriel Dewitt	72	Adult Respiratory Distress Syndrome
16	Philip L. Simmons	74	Arteriosclerotic Heart Disease
17	Robert Cunningham	20	Auto Accident
17	John L. Bruno	54	Pneumocystic Pneumonia
20	Lauretta Slater	72	Thoracic Aortic Aneursym
28	Anna Castelluzzi	91	Bronchopneumonia
30	Edward Rollinson	19	Auto Accident

June

1	Whitney C. Shannon	72	Hepato-Renal Failure
12	Grace K. McGinty	81	Pneumonia
15	Gladys S. Lynch	85	Pneumonia
21	Raymond Reid	65	Hepatoma
22	Eldon H. Ek	76	Renal Failure
27	Carrie Dyer	93	Myocardial Infarction
27	Anna E. Henshaw	88	Ventricular Fibrillation
29	Elizabeth T. Alther	72	Acute Myocardial Infarction

July

2	William J. McKenney	16	Cardiorespiratory Arrest
5	Anna E. Lundin	88	Congestive Heart Failure
12	Emily H. Fallon	87	Cardiac Arrest
15	Baby Girl Furber	38 Mins	Cardiac Arrest
23	Joseph F. Moore	73	Heart Disease

August

2	Michael L. Licker	46	Strangulation (Accidental)
6	William A. O'Keefe	88	Bilateral Pneumonia
17	Mark E. Norman	39	Ventricular Flutter
17	George Pratt	60	Cardiac Arrest
18	Mary J. Cloutier	91	Myocardial Infarction
19	Antonio A. J. Povoas	76	Cardiopulmonary Arrest
23	Lester C. Merritt	88	Cancer
24	Mabelle Anderson	91	Cardiorespiratory Arrest
26	Edward E. Wilbar	75	Myocardial Infarction
26	Marion Madden	83	Cardiorespiratory Failure
27	Mary C. Taylor	92	Arteriosclerotic Heart Disease
30	Harold Freestrom	81	Metastatic Cancer

September

7	Debra D. Reynolds	28	Auto Accident
11	Leah Malpiede	79	Adeno Carcinoma
13	John F. Macuch	60	Electro Mechanical Dissociation
15	Carin Grillone	29	Cardiopulmonary Arrest
15	Beverly A. Oliver	48	Metastatic Cancer
15	Rose E. Osiecki	62	Acute Myocardial Infarction
18	Edward Milano	74	Coronary Artery Disease
20	Marc R. Appell	38	Cardiac Arrest
21	Alfred A. Dupuis	80	Urosepsis
24	Elliott S. Drew	79	Coronary Artery Disease
25	Ellen M. Sheehan	91	Acute Myocardial Infarction
28	Ruth A. Lee	92	Cardiac Arrest

October

3	Grace Dench	86	Pneumonia
3	George Erickson	76	Carcinoma
9	Elsie E. Graves	100	Cardiac Arrest
16	David A Carr	71	Cardio Respiratory Arrest
17	Howard Wilbur	69	Respiratory Arrest
18	Erminio F.. Pelosi	89	Congestive Heart Failure
24	Marie A. Victoria	46	Pulmonary Arrest
30	Dennis P. Quinn	17	Auto Accident

November

1	William F. Gartland	64	Cardiac Arrest
16	Norman H. Simpson	72	Metastatic Carcinoma
18	Kathryn L. Whitney	88	Cerebral Vascular Accident
20	Alta E. Macleod	88	Acute Myocardial Infarction
20	Helen F. Ebbs	70	Congestive Heart Failure
23	Francis T. Lange	73	Arteriosclerotic Heart Disease
24	Kevin R. R. Davis	1M 14D	Sudden Infant Death Syndrome
26	Carl E. Hanson	61	Cardiac Arrest
27	John I. Lowndes	71	Myocardial Infarction
28	Harold A. Ledin	72	Cardiac Arrest
30	Theresia Schoeler	82	Acute Pulomary Edema

December

3	Dorothy H. Webster	88	Vetricular Fibrillation
3	Richard Parker	62	Metastatic Cancer
4	Helen B. Packard	94	Arteriosclerotic Heart Disease
4	Florence Driscoll-Collins	77	Renal Failure
5	William G. Besse	60	Cardiac Arrest
8	William C. Bleiler	66	Carcinoma
10	Elizabeth Bartlet	86	Metastatic Carcinoma
10	Jacqueline R. Wohlen	63	Metastatic Carcinoma
10	Gabriel Biggieri	77	Metastatic Carcinoma
18	Mary L. Maliff	92	Arteriosclerotic Heart Disease
18	Carolyn Tierney	48	Carcinoma
18	Charles I. Ganimian	49	Aspiration Pneumonia

18	Houston E. Brown	96	Arteriosclerotic Heart Disease
20	Conrad Christel	83	Cerebral Vascular Accident
21	Florence Mirabella	70	Sudden Death of Uncertain Etiology
21	George R. Southwick	73	Acute Pulmonary Edema
23	Gerda E. L. Niklason	84	Pulmonary Emolus
28	Henry C. Taylor	85	Cancer
30	Catherine T. Collins	102	Heart Failure
30	Ruth E. Stratton	72	Sudden Cardiac Arrest
31	Albert A. Testa	43	Cardiorespiratory Arrest

TOWN CLERK'S FEES 1988

Birth, Death and Marriage Certificates	406	3.00	1218.00
Birth, Death and Marriage Certificates	779	2.00	1558.00
Marriage Intentions	157	10.00	1570.00
Voter I.D. Cards	190	2.00	380.00
Business Certificates	178	10.00	1780.00
Business Discontinuances	7	5.00	35.00
Financing Statments	363	10.00	3630.00
Financing Releases	85	5.00	425.00
Sale of Street Lists			1435.25
Recording Pole Locations			350.00
Copies, etc.			553.69
Raffle Permits	14	10.00	140.00
Sale of By-Laws			51.50
Sale of Code Book	6	20.00	120.00
Declaration of Trust	0	10.00	0
Board of Appeals Filing Fees	47		2475.00
Solicitors Permit	1	51.00	51.00
Total Town Clerks Fees			15772.44
Dog License Fees			934.50
Additional Dog Fees			1146.00
Sporting License Fees			307.05
Total Paid to Town Treasurer			18159.99

Respectfully submitted,
Esther C. Anderson, C.M.C.
Town Clerk

1988 DOG LICENSES

Issued January 1, 1988 to January 31, 1989 inclusive

Individual Licenses	1240
Kennel Licenses	8
Total	1248

The above licenses shown in detail:

		County Fee		Addl. Fee		Total Fee
600 Males	3.00	1,800.00	1.00	600.00	4.00	2,400.00
93 Females	6.00	558.00			6.00	558.00
547 Spayed Females	3.00	1,641.00	1.00	547.00	4.00	2,188.00
5 Kennel	10.00	50.00			10.00	50.00
3 Kennel	25.00	75.00			25.00	75.00
1,248		4,124.00		1,147.00		5,271.00
1,248 Fees Deducted	0.75	936.00				
		3,188.00				

The total number of licenses for each of the last six years as follows:

1982	860
1983	785
1984	1284
1985	1311
1986	1169
1987	1206

Respectfully submitted,
Esther C. Anderson, C.M.C.
Town Clerk

1988 SPORTING LICENSES

Issued December 1987 to December 1988 inclusive

336	Resident Fishing	12.50	4200.00
17	Resident Minor Fishing	6.50	110.50
19	Resident Fishing (Age 65-69)	6.25	118.75
3	Resident Fishing (Paraplegic)	0	0
3	Non-Resident Alien Fishing	17.50	52.50
0	Non-Resident 7-Day Fishing	11.50	0
4	Resident Trapping	20.50	82.00
1	Duplicate Fishing	2.00	2.00
62	Resident Hunting	12.50	775.00
2	Resident Hunting (Age 65-69)	6.25	12.50
2	Resident Hunting (Paraplegic)	0	0
1	Non-Resident Hunting (Big Game)	48.50	48.50
110	Resident Sporting	19.50	2145.00
8	Resident Sporting (Age 65-69)	9.75	78.00
45	Resident Sporting (Age Over 70)	0	0
2	Duplicate Sporting	2.00	4.00
0	Duplicate Hunting	2.00	0
43	Archery/Primitive Firearms Stamps	5.10	219.30
55	Waterfowl Stamps	1.25	68.75
713	Total Issued	7916.80	
562	Fees Deducted	0.50	281.00
55	Fees Deducted	0.25	13.75
43	Fees Deducted	0.10	4.30
53	Fees Deducted	0	0
713	Total Fees Deducted	299.05	
	To Division of Fisheries & Wildlife		7617.75

The Total number of licenses for each of the last six year was as follows:

1982 753
1983 700
1984 668
1985 738
1986 770
1987 750

Respectfully submitted,
Esther C. Anderson, C.M.C.
Town Clerk

REPORT OF THE CENSUS DIRECTOR

The following is a report of the Annual Street Listing as of January 1, 1988.

Children under 17 years of age

Precinct	Male	Female	Resident Total
1	463	433	897
2	345	328	673
3	278	256	534
4	527	478	1,005
5	625	619	1,244
Totals	2,238	2,114	4,353

Residents over 17 years of age

1	1,382	1,541	2,923
2	2,263	1,514	2,777
3	1,639	1,793	3,440
4	1,579	1,692	3,271
5	1,470	1,497	2,967
Totals	7,333	8,037	15,378

Totals by Precinct

1	3,820
2	3,450
3	3,974
4	4,276
5	4,211
Total	19,731

Respectfully submitted,
Esther C. Anderson, C.M.C.
Town Clerk

REPORT OF THE
REGISTRARS OF VOTERS

Various meeting of the Board were held for registration of voters Meetings and Elections.

At the close of registration on February 9, 1988, for the Presidential Primary, the number of registered voters was as follows:

Precinct	Democratic	Republican	Independent	Total
1	632	452	1,047	2,131
2	620	559	997	2,176
3	389	338	707	1,434
4	591	369	961	1,921
5	587	303	1,124	2,014
Totals	2,819	2,021	4,836	9,676

At the close of registration on August 18, 1988, for the State Primary, the number of registered voters was as follows:

1	631	465	1,032	2,128
2	602	571	931	2,104
3	369	337	664	1,370
4	635	386	910	1,931
5	586	330	1,116	2,032
Totals	2,823	2,089	4,653	9,565

At the close of registration on October 11, 1988, for the Presidential Election, the number of registered voters was as follows:

1	678	522	1,180	2,380
2	623	599	1,025	2,247
3	385	359	762	1,506
4	705	444	1,112	2,261
5	618	392	1,276	2,286
Totals	3,009	2,316	5,355	10,680

Respectfully submitted,
Alice B. McCarthy, *Chairman*
Maureen T. Curtin
Paula M. Noonan
Esther C. Anderson, *Clerk*
Registrars of Voters

REPORT OF THE AMES TRUST FUNDS

The following statement is supplied the Town Clerk by the office of the Trustees of the Ames Trust Funds.

Following is a summary of the Ames Trust Funds held for the benefit of the Town of Easton as of December 31, 1988, together with an estimate of the 1989 income. The estimate for 1989 income is based on the amounts which the various companies are now paying. This estimate does not allow for any deductions which may have to be made before the net income is paid over to the Town of Easton, nor does it take into consideration any reductions in dividends which might be made by the various companies.

	Book Value	12/31/88 Market Value	1988 Income Paid To Town	1989 Est. Income To Town
Highways Fund	$1,189,778.25	$2,237,103.32	$110,877.89	$104,000.00
Highways Perm. Fund	100,030.26	127,626.27	7,287.37	7,000.00
Schools Fund	1,422,100.50	1,919,990.91	99,530.45	90,000.00

Respectfully submitted,
Esther C. Anderson, C.M.C.
Town Clerk

SPECIAL TOWN MEETING

WARRANT

MAY 9, 1988

COMMONWEALTH OF MASSACHUSETTS

BRISTOL, SS

To either of the Constables of the Town of Easton in the County of Bristol,

GREETINGS:

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Easton qualified to vote in Town elections and in Town affairs to meet in the Oliver Ames High School Auditorium in said Easton on Monday, the 9th of May next at 7:30 p.m. then and there to act upon the following Articles.

ARTICLE 1. To see if the Town will vote to appropriate a sum of money for consulting services, ground water and soil testing, construction activities, disposal of contaminated materials, and any other necessary actions related to the clean up of the gasoline saturated area and ground water at the Police/Fire Complex on Lothrop Street extension, and to determine whether the money shall be provided by taxation, by appropriation from available funds in the Treasury, or by borrowing under the provisions of Chapter 44 of the General Laws, or to take any other action relative thereto.

Submitted by Board of Selectmen
Estimated cost—$80,000

ARTICLE 2. To see if the Town will vote to appropriate a sum of money to pay for Hepatitis "B" vaccinations for the members of the Police Department, and to determine whether the money shall be provided by taxation, by appropriation from available funds in the Treasury, or by borrowing under the provisions of Chapter 44 of the General Laws, or to take any other action relative thereto.

Submitted by Board of Selectmen
Estimated cost—$4,620.00

ARTICLE 3. To see if the Town will vote to appropriate a sum of money to pay for Hepatitis "B" vaccinations for the members of the Fire Department, and to determine whether the money shall be provided by taxation, by appropriation from available funds in the Treasury, or by borrowing under the provisions of Chapter 44 of the General Laws, or to take any other action relative thereto.

Submitted by Board of Selectmen
Estimated cost—$4,610.00

ARTICLE 4. To see if the Town will vote to amend the Personnel By-Law by striking out Section 5—VACATION LEAVE, and inserting a new Section 5, to read:

VACATION LEAVE—Full time employees other than temporary or season employees, are entitled to accrue vacation each year of their employment on the following basis (calculated at the anniversary date of employment):

a) Less than 12 months of service: 5 work days to be taken within that anniversary year, but only after completion of six continuous months of service.

b) After the employee's first anniversary date and through completion of at least one's 4th anniversary year: 10 work days.

c) After the employee's 5th anniversary date and through completion of one's 9th anniversary year: 15 work days.

d) After the employee's 10th anniversary and through completion of one's 19th anniversary year: 20 work days.

e) After the employee's 20th anniversary date and each year of employment thereafter: 25 work days.

f) Part time employees are entitled to vacation according to the above schedule, with their vacation pay prorated to their weekly schedule.

g) Temporary employees are not entitled to vacation.

h) Vacations shall not be accumulated beyond the end of the anniversary year in which vacation was earned, except unusual circumstances, upon approval of the Dept. Head and the Town Administrator.

i) If a holiday falls during a vacation period, an additional day off will be scheduled by agreement with the administrative authority.

j) Full-time employees or their heirs shall, upon retirement, disability retirement, resignation with adequate notice, or death, receive an amount equal to 100 percent of the vacation leave accumulated up to the last day of work. This amount shall be computed at the hourly rate being paid to the employee at the time of retirement, disability retirement, resignation or death.

k) The Town Administrator and the Department Heads shall schedule vacation leave at such times during the year and shall be given on the basis of seniority.

It is the intent of this substitution not to lessen any accrual of vacation leave of any covered employee during the first full year of transition.

or take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 5. To see if the Town will vote to amend the Personnel By-Law by striking out Section 4—OVERTIME, and inserting a new Section 4, to read:

OVERTIME—With the exception of department heads, all other non-union employees shall receive overtime pay as follows:

a) For division heads when called out to attend to operational emergencies, for work in excess of 8 hours in a single day, or 40 hours in a work week, overtime shall be paid at the rate of one and one-half the regular rate.

b) For those working a 35 hour work week, overtime in excess of 7 hours in a single work day or in excess of 35 hours in a work week shall be paid at the regular rate up to 40 hours. Over 40 hours, overtime will be at one and one-half times the regular rate.

c) For those working a 40 hour work week, overtime in excess of 8 hours in a single work day, or in excess of 40 hours in a work week shall be paid at the rate of one and one-half times the regular rate.

d) Department heads are eligible for compensatory time off, for hours worked in excess of normal work week hours, when so approved by the Town Administrator.

e) All overtime pay must be authorized by the appropriate department head, and such authorization must be specific and be recorded in each department.

f) Overtime pay for union employees is set forth in the several and applicable labor agreements.

or take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 6. To see if the Town will vote to appropriate a sum of money from available funds in the treasury to cover the increased costs of the salary for a clerical position in the Conservation Commission Office caused by the requirements of the Collective Bargaining Agreement with the Town Office Personnel, or to take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 7. To see if the Town will vote to amend the by-laws of the Town by adding to section 2 of Article 5 the following sentence:

"the distribution or availability of the Annual Report provided for in this section (2) shall not be deemed to be a part of the legal service of the town meeting and failure to comply with the provisions of this section shall not serve to invalidate the proceedings of any Annual Town Meeting",

or take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 8. To see if the Town will vote to appropriate a sum of money for the Fire Department to provide for the training and equipment of Fire Department Personnel in dealing with the handling of hazardous material and the implementation of the SARA III, Right to Know Law, and to take whatever other actions are necessary to provide for a mandatory plan pertaining to such problems, and to determine whether the money will be

provided from available funds in the Treasury or by borrowing under the provisions of Chapter 44 of the General Laws, or to take any other action relative thereto.

Submitted by Fire Dept.

ARTICLE 9. To see if the Town will vote to appropriate a sum of money for the school department to cover the following items for the Special Needs program: increased costs for staffing for the program; employ an additional teacher because of the increased enrollment in the program; to pay for the increased outside placement costs of the program; and to pay for the costs of additional transportation caused by an increase in the program enrollment, and to appropriate said funds from available funds in the Treasury, or to take any other action relative thereto.

Submitted by School Committee
Estimated Cost—$200,000

ARTICLE 10. To see if the Town will vote to rescind the vote made under Article 20 of the Warrant for the Annual own meeting of 1987 in regard to the rate of assessment to be charged to abutters on public ways for the construction of water mains, or to take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 11. To see if the Town will vote to set a rate of assessment to be charged to abutters on public ways for the construction of water mains as authorized by Chapter 40, section 42G-42I, of the Massachusetts General Laws, or to take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 12. To see if the Town will vote to accept an Easement to be granted by the Town of Norton, which will allow the installation and necessary repair of water mains in a section of Cranberry Lane situation in said Norton consisting of 620 feet, more or less, or to take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 13. To see if the Town of Easton will vote to amend the Town By-laws by adding the following new Article:

ARTICLE 33. MANDATORY RECYCLING BY-LAW

1. In order to implement a program of recycling in conjunction with ordinary waste collections, residents of every household whose trash is collected by the Town shall separate waste material into the following categories before depositing same for collection:

A. Glass, cans (both ferrous and aluminum), and aluminum foil, wrappers, and trays used for the packaging, preparation, or cooking of food.

B. Paper, cardboard corrugated paper boxes.

C. Other waste (as determined by the Board of Health).

2. Residents shall use the recepticles provided to each household for the purpose of collecting the recyclables. These containers shall not be used for other rubbish or garbage. Recycling containers containing the recyclables shall be placed at the curbside, in a manner to prevent the scattering of paper, with the regular trash on the usual pickup day. Newspapers shall either be packed in standard paper grocery bags, placed in corrugated cartons, or securely tired in flat bundles, none of which shall weigh more than fifty pounds. Corrugated boxes not used for packing paper, shall be collapsed and tied in bundles not exceeding fifty pounds. All recyclables shall become the property of the Town.

3. Any violation of this By-Law or regulations enacted hereunder shall be fined not more than Twenty-five Dollars ($25) for each offense. In addition, the Town reserves the right to refuse to allow disposal in the Town Landfill where the spirit or letter of this By-Law or regulations enacted hereunder is ignored.

4. This By-Law shall not take effect until the Materials Recovery Facility to be constructed by the State commences commercial operation. It shall further not take effect until the State provides the proper containers for the collection of the recyclables to each household in the Town. Notice of the date this By-Law takes effect will be given to each household one week prior to the beginning of the recycling program.

5. The Board of Selectmen with the approval of the Board of Health shall negotiate a contract with the State sponsored Material Recovery Facility which is economically acceptable based on all costs (direct and indirect) and credits which shall accrue to the Town for being a member.

6. This By-Law and the various parts, sentences, and clauses thereof are hereby declared to be severable. If any part, section, or clause is adjudged invalid, it is hereby provided that the remainder of this By-Law shall not be affected thereby.

Submitted by Solid Waste Committee

ARTICLE 14. To transact any other business that may legally come before said meeting.

You are directed to serve this Warrant by posting attested copies thereof one at each meeting house and post office in said Town, and one at the Oliver Ames High School Auditorium and one in said Town Offices, fourteen days at least before the time of holding said meeting.

Given under our hands this 4th day of April in the year Nineteen Hundred and Eighty-eight.

William D. Hardin
John J. Kent
William E. Morgan
James D. Mullen, Jr.
Leo R. Harlow
Board of Selectmen

Bristol, ss. EASTON, MASS. April 19, 1988

By Virtue Hereof and as Within directed, I have this day posted attested copies of this Warrant.

Roger McGloin
Constable of Easton

A true copy. Attest:
Esther C. Anderson, C.M.C.
Town Clerk

SPECIAL TOWN MEETING

MONDAY, MAY 9, 1988

The Special Town Meeting was called to order by Moderator Richard C. Dailey at 7:45 p.m. with quorum present.

ARTICLES 1, 2. DISMISSED.

The following non-voters were voted into the hall: Town Administrator Kevin Paicos, Assessor Anne Carney, Treasurer Cynthia Curry, DPW Director Howard Shaevitz, Asst. School Superintendent Andrew Miller, Jr., School Principal Dr. Judith Frederick, Robert Ciavarra representing Douglas King regarding Street Acceptances, Ulysses Sheldon, Director and Mary Ellen Rochette, Outreach Director of Self Help, Byron J. Matthews and James Cummiskey from Corcoran Mullins & Jennison, William Bliss from Mirrione Company, John Whitten, Heather Alwood and Gretchen Rich from IEP regarding Article 21, Faith Coulter and Eric Pearce Microphone Carriers, Duncan Hollis OAHS student, Andrew Katzen Library Consultant, John Hoss regarding Street Acceptances and Bill Leitch and Pam Towne from the Easton Bulletin.

ARTICLES 3, 4, 5. DISMISSED.

ARTICLE 6. VOTED to appropriate from Free Cash the sum of $365 to cover the increased costs of the salary for a clerical position in the Conservation Commission Office caused by the requirements of the Collective Barganing Agreement with the Town Office Personnel. UNANIMOUS VOTE.

ARTICLE 7. VOTED to amend the By-Laws of the Town by adding to section 2 of Article 5 the following sentence:

> "the distribution or availability of the Annual Report provided for in this section (2) shall not be deemed to be a part of the legal service of the town meeting and failure to comply with the provisions of this section shall not serve to invalidate the proceedings of any Annual Town Meeting."

ARTICLE 8. VOTED to appropriate by transfer from Free Cash the sum of $20,000 for the Fire Department to provide for the training and equipment of Fire Department Personnel in dealing with the handling of hazardous material and the implementation of SARA III, Right to Know Law, and to take whatever other actions are necessary to provide for a mandatory plan pertaining to such problems and to further authorize a committee to be appointed by the Board of Selectmen pursuant to the Superfund Amendments and Reauthorization Act of 1986 and administer said Fund.

ARTICLE 9. VOTED to appropriate $190,000 for the School Department to cover the following items for the Special Needs program: increased costs for staffing for the program; employ an additional teacher because of the increased enrollment in the program; to pay for the increased outside

placement costs of the program; and to pay for the costs of additional transportation caused by an increase in the program enrollment.

ARTICLE 10. VOTED to rescind the vote made under Article 20 of the Warrant for the Annual Town Meeting of 1987 in regard to the rate of assessment to be charged to abutters on public ways for the construction of water mains. UNANIMOUS VOTE.

ARTICLE 11. VOTED to set the rate of $17.81 per foot as an assessment to be charged to abutters on certain public ways for the constrution of water mains and appurtenances as authorized by Chapter 40, Section 426-421 of the Mass. General Laws. UNANIMOUS VOTE.

ARTICLE 12. VOTED to accept an easement as shown on a Plan of Land entitled "Plan of Easement in Norton, prepared for the Town of Easton", to be granted by the Town of Norton, which will allow the installation and repair of water mains in a section of Cranberry Lane consisting of 730 feet more or less. UNANIMOUS VOTE.

ARTICLE 13. VOTED to amend the General By-Laws by adding the following new article: (amended)

ARTICLE 33. MANDATORY RECYCLING BY-LAW

1. In order to implement a program of recycling in conjunction with ordinary waste collections, residents of every household shall separate waste material into the following categories before depositing same for collection:

A. Glass, cans (both ferrous and aluminum), and aluminum foil, wrappers, and trays used for the packaging, preparation, or cooking of food.

B. Paper, cardboard, corrugated paper boxes.

C. Other waste (as determined by the Board of Health).

2. Residents shall use the receptacles provided to each household for the purpose of collecting the recyclables. These containers shall not be used for other rubbish or garbage. Recycling containers containing the recyclables shall be placed at the curbside, in a manner to prevent the scattering of the paper, with the regular trash on the usual pickup day. Newspapers shall either be packed in standard paper grocery bags, placed in corrugated cartons, or securely tied in flat bundles, none of which shall weigh more than fifty pounds. Corrugated boxes not used for packing paper, shall be collapsed and tied in bundles not exceeding fifty pounds. All recyclables shall become the property of the Town.

3. Any violation of this By-Law or regulations enacted hereunder shall be fined not more than Twenty-five Dollars ($25.00) for each offense. In addition, the Town reserves the right to refuse to allow disposal in the Town Landfill where the spirit or letter of this By-Law or regulations enacted hereunder is ignored.

4. This By-Law shall not take effect until the Materials Recovery Facility to be constructed by the State commences commercial operation. It shall further not take effect until the State provides the proper containers for the collection of the recyclables to each household in the Town. Notice of the date this By-Law takes effect will be given to each household one week prior to the beginning of the recycling program.

5. The Board of Selectmen with the approval of the Board of Health shall negotiate a contract with the State sponsored Material Recovery Facility which is economically acceptable based on all costs (direct and indirect) and credits which shall accrue to the Town for being a member.

6. This By-Law and the various parts, sentences, sections, and clauses thereof are hereby declared to be severable. If any part, sentence, section or clause is adjudged invalid, it is hereby provided that the remainder of this By-Law shall not be affected thereby.

It was then moved, seconded and VOTED to DISSOLVE the Special Town Meeting at 8:10 p.m.

A true record. Attest:

Esther C. Anderson, C.M.C.
Town Clerk

ADJOURNED ANNUAL TOWN MEETING
MONDAY, MAY 9, 1988

The 263rd Annual Town Meeting was called to order at 8:10 p.m. by Moderator Richard C. Dailey. Board of Selectmen Chairman Leo R. Harlow called for the Town Meeting members to salute the flag in commeration of the Bi-Centennial of the Constitution. A moment of silence was taken in recognition of the services of dedicated citizens who have performed civic duties and have passed on during the past year: S. George Lowndes, Donald F. Craig, Michael B. Loughlin, Leon Cushman, Philip Wilde, Gordon Southworth, George Caney, George Luke, William Lahey, Clifford "Kippy" Grant, Carl Hanson, Carl Chace, Dr. Barbara Gray.

ARTICLE 1. VOTED to accept the reports of the Selectmen, Town Administrator, Assessors, Board of Health, Town Clerk, Treasurer, Collector of Taxes, School Committee, Town Accountant, Director of Public Works, and other Departments, Boards and Committees of the Town. UNANIMOUS VOTE.

ARTICLE 2. VOTED to authorize the Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 1988 in accordance with the provisions of General Laws, Chapter 44, Section 4,and to issue a note or notes therefor payable within one year and to renew any note or notes as may be given for a period of less than one year, in accordance with General Laws, Chapter 44, Section 17. UNANIMOUS VOTE.

ARTICLE 3. VOTED to appropriate from the Overlay Reserve the sum of $135,000 with $60,000 to be used for the Reserve Fund and $75,000 for Employee Group Insurance; to appropriate from Water Revenue the sum of $950,000 with $579,815 to be used for Water Division Salaries and Operating Expenses, $60,160 to be used for DPW Salaries and Operating Expenses; $35,000 to be used for Employee Group Insurance; $25,000 to be used for General Insurance, $216,150 for Maturing Debt and Interest, and $33,875 for County Retirement; to appropriate from the Ames School Fund the sum of $100.000 for the School Department; to appropriate from Ames Highway Funds the sum of $110,000 for Highway Division Salaries and Operating Expenses; to appropriate from Federal Revenue Sharing the sum of $11,000 to be used for Employee Group Insurance, and to Raise and Appropriate the sum of $20,958,933. UNANIMOUS VOTE. (See Detailed Budget at end of Annual Town Meeting Report)

ARTICLE 4. VOTED to authorize the Board of Selectmen to accept and enter into contracts for the expenditure of any funds allotted by the Commonwealth for the construction, reconstruction or improvements of public roads.

ARTICLE 5. VOTED to appropriate from Water Surplus the sum of $98,000 and to raise and appropriate the sum of $134,984 to fund a Capital Expenditure Budget as follows:

DEPT/DIVISION	PROJECT/EQUIPMENT	EST. COST
Water	Backhoe No. 28	$55,000
Water	Van No. 23	15,000
Water	Clean Well No. 3	14,000
Water	Clean Well No. 5	14,000
Fire	Engine #3 Lease/Purch.	46,000
Highway	Sweeper Lease/Purchase	16,000
Fire	Engine #6 Lease/Purch	37,000
Maintenance	Pickup #19	19,998
Tree and Moth	Pickup #30	15,986
	Total	$232,904

UNANIMOUS VOTE.

ARTICLE 6. DISMISSED.

ARTICLE 7. VOTED to appropriate by transfer from Free Cash the sum of $600,000 to be used to supplement tax revenues for Fiscal Year 1989. UNANIMOUS VOTE.

ARTICLE 8. VOTED to accept the provisions of Mass. General Laws Chapter 59, Section 5, Clause 5B which provides that real estate and personal property belonging to or held in trust for the benefit of incorporated organizations of veterans of any U.S. war, to the extent of Seven Hundred Thousand Dollars shall be exempt from taxation, if used and occupied by such association. UNANIMOUS VOTE.

ARTICLE 9. VOTED to appropriate by transfer from sale of real estate, the sum of $40,000 to hire necessary consultants, architects, or other such persons, to develop plans and specifications for the design and construction of an addition to the Town Office Building situated Northerly of Elm Street.

ARTICLE 10. VOTED to authorize the Moderator to appoint a seven member study committee to be composed of seven citizens of the Town including one Selectman, Town Administrator, and five other members, to investigate the need for an addition to the Town Hall, and to report its findings at the next Annual Town Meeting. UNANIMOUS VOTE.

ARTICLE 11. VOTED to amend the General By-Laws by repealing section 4 of Article 32, and substituting therefore the following new section 4:

Section 4. Penalty for Violations.

The penalty for violations of this by-law shall be as follows:

For the FIRST offense Fifty Dollars ($50); for the SECOND offense, and each subsequent offense, the sum of One Hundred ($100). For the THIRD and any further offense the vehicle may be moved in accordance

with the provisions of Section One Hundred Twenty D, of Chapter Two Hundred Sixty-Six of the Massachusetts General Laws.

UNANIMOUS VOTE.
(ARTICLE 11 was DISAPPROVED BY ATTY. GEN. 7-8-88)

ARTICLE 12. VOTED to amend the General By-Laws by adding a new article to be Article 33, Sale of Second Hand Motor Vehicles as follows: (APPROVED — Atty Gen. 7-8-88)

ARTICLE 33 SALE OF SECOND HAND MOTOR VEHICLES

1. No person except one whose principal business is the manufacture and sale of new motor vehicles but who incidentally acquires and sells second hand vehicles, or a person whose principal business in financing the purchase of or insuring motor vehicles but who incidentally acquires and sells second hand vehicles, shall engage in the business of buying, selling, or exchanging of second hand motor vehicles or allow any property under his control to be used as a place of sale or display of such motor vehicles without first securing a CLASS 2 License as provided in Section fifty-nine of Chapter One Hundred Forty of the Massachusetts General Laws. The number of such licenses to be issued by the Licensing Authority in the Town of Easton on an annual basis shall not exceed twenty (20) CLASS 2 Licenses.

2. A CLASS 2 License shall be defined in Section Fifty- Eight of Chapter One Hundred Forty of the Massachusetts General Laws, and may be issued to any person whose principal business is the buying or selling of second hand motor vehicles, who falls within the limit of twenty (20) licenses to be issued by the Licensing Authority of the Town of Easton on an annual basis.

3. The Licensing Authority in the Town of Easton shall be the Board of Selectmen, and in issuing CLASS 2 Licenses it shall follow the procedures set forth in Section Fifty-Nine of Chapter One Hundred Forty of the Massachusetts General Laws.

ARTICLE 13. DISMISSED.

ARTICLE 14. VOTED to authorize the Town to enter into an intermunicipal agreement with the Town of Stoughton to conduct a diagnostic/feasibility study of Ames-Long Pond.

ARTICLE 15. DISMISSED.

ARTICLE 16. VOTED to accept the Constitution of the United States upon the following presentation by Duncan Hollis, Oliver Ames High School Student:

Ladies and Gentlemen: Today, May 9, 1988, I, Duncan Hollis, alias

Captain Ebenezer Tisdale, the duly appointed representative of Easton to the Massachusetts Convention for the ratification of the Constitution in 1788 and its recent Bicentennial re-creation in 1988, due put forth the following resolution:

That the Town of Easton, Massachusetts formally accept and recognize the Constitution of the United States of America as the leagal, proper and founding document of this Nation's Federal Government.

Now, two hundred years ago, I voted Nay to the Constitution. I felt that it did not provide for the elimination of slavery or frequent enough elections. Indeed, I felt that after fighting a Revolution against a centralized power that we had no right as a new Nation to create and institute our own centralized Federal Government. However, to use the cliche, times have changed. As does fashion from as far as I can see. Therefore, I propose that Easton officially accept the Constitution realizing that this Document has proved to be an effective and integral part of this Nation's Government. I feel that one may even go so far as to say that without it the United States would not exist today, or at least not in the form we know it. Indeed, such a formidable, impressive, and important document should receive recognition from this Town - The Town of Easton, Massachusetts. I therefore, ask you - the people - to vote for this document which has protected you and your ancestors for the last two hundred years -The Constitution of the United States of America. Thank you.

UNANIMOUS VOTE.

ARTICLE 17. VOTED to approve an amendment to the Agreement for the establishment of the Southeastern Regional School District which provides in substance that the members of the District School Committee shall be elected at large, with the requirement that two members thereof be residents and registered voters of the City of Brockton, and one member to be a resident and registered voter of each of the Towns of East Bridgewater, Easton, Foxborough, Mansfield, Norton, Sharon, Stoughton and West Bridgewater.

ARTICLE 18. VOTED to accept an Equal Educational Opportunity Grant for the Southeastern Regional School District for Fiscal Year 1989, under the provisions of G.L. Chapter 70A, sec. 5, as inserted by Chapter 188 of the Acts of 1985. Said grant shall be expended by the School Committee for direct service expenditures with funds provided solely by the Commonwealth.

ARTICLE 19. VOTED to amend the general by-laws of the Town by repealing Section 2 (Exception) of Article 19 (Outdoor Advertising). (Amended) Approved Atty. Gen. — 7-8-88

ARTICLE 20. VOTED to accept the non-binding reports of the Planning and Zoning Board concerning its recommendations in regard to the proposed amendments of the Zoning By-Law to be voted on under Articles 21, 22,

23, 24, 25, 26, 27;, 28, 29, 30, and 31. (Vote hereunder is acceptance of written report, but not of recommendations contained therein.)

ARTICLE 21. VOTED to:

1. Accept the proposed amendment of the "Town of Easton, Massachusetts Zoning Map" dated April 9, 1984 (original date March 3, 1973) in the following manner: The Aquifer Protection districts are established as overlay districts as shown on the "Town of Easton, Massachusetts Zoning Map," a copy of which is on file in the Town Clerk's Office.

2. Repeal Section V, Sub-section 5-4. of the Zoning By-Law of the Town of Easton in its entirety and replace it with a new Sub-section 5-4. to read as follows:

5-4 AQUIFER PROTECTION DISTRICTS

A. Findings

The Town of Easton finds the following conditions to occur:

1. The gound water underlying the Town is the sole source of its existing and future drinking water supply.

2. The groundwater aquifers are intregally connected with and flow into the surface waters, lakes, ponds and streams which constitute significant recreational and economic resources used for water related recreation and fishing.

3. Accident spills and discharges of petroleum products and other toxic or hazardous materials and sewage discharge have repeatedly threatened the quality of such ground water supplies and related water resources throughout Massachusetts, posing potential public health and safety hazards and threatening economic losses to affected communities.

B. Aquifer Protection Districts

Aquifer Protection Districts shall be as delineated on the Zoning Map of the Town of Easton and shall be superimposed over any other district established by this By-Law. They are based upon a 5-foot contour interval water table map, surficial geologic mapping and ground water modeling.

C. Prohibited Uses

Within an Aquifer Protection District, the following uses are specifically prohibited:

1. Sales or storage of fuels
2. Junk Yards

3. Municipal sewage treatment facilities with on-site disposal of primary or secondary treated effluent
4. Packaged sewage treatment plants
5. Car washes
6. Road salt stockpiles not stored in approved structures
7. Dumping of snow from outside the district
8. Dry cleaning establishments
9. Motor vehicles and boat service and repair facilities
10. Metal plating establishments
11. Veterinary clinic/animal hospitals
12. Planned Business Development
13. Planned Industrial Development
14. Chemical and bacteriological laboratories
15. Any other use which involves as a principal activity the manufacture, storage, use, transportation or disposal of toxic or hazardous materials, except as allowed by special permit in Section 5-4(F).
16. Sanitary landfills*
17. Solid waste facilities**

* Specifically excluded from this provision is the continued use and vertical expansion of the existing municipal sanitary landfill off Prospect Street in accordance with approval by the Massachusetts Department of Environmental Quality Engineering (DEQE).

** With the specific exception that the existing landfill located off Prospect Street may be converted to a composting facility and/or a solid waste transfer station.

D. Density Regulations

Residential dwellings, except those within planned unit developments, shall be permitted only at a density not greater than that allowed in Section 6-3. Residential dwellings within planned unit developments shall be permitted only at a density not greater than one (1) dwelling unit per acre, exclusive of wetlands and flood plains as defined in MGL, Chapter 131, Section 40, as amended.

E. Special Permit

Within the Aquifer Protection District the following uses shall be allowed only upon receipt of a special permit:

1. Any use involving toxic or hazardous materials in quantities greater than those associated with normal household use.

2. Golf courses, either private or public.

F. Special Permits

1. The Special Permit Granting Authority. The special permit

granting authority (SPGA) under this By-law shall be the Zoning Board of Appeals. Such special permits shall be granted if the SPGA determines, in conjunction with the other Town agencies indicated in Section 5-4(F) (2) that the intent of this by-law, as well as its criteria, are met. In making such a determination, the SPGA shall give consideration to the simplicity, reliability and feasibility of the control measures proposed and the degree and threat to water quality which would result if the control measures fail.

2. Review by other Town agencies. Upon receipt of the special permit application, the SPGA shall transmit one (1) copy to the following: Department of Public Works, Water Division, Board of Health, Planning & Zoning Board, Zoning Board of Appeals, Conservation Commission and the Building Inspector for their written recommendations. Failure to respond in writing within thirty (30) days shall indicate approval or no desire to comment by said agency. The necessary number of copies of the application shall be furnished by the applicant.

3. Special Permit Criteria. Special permits under Section 5-4(F)(4)a shall be granted only if the SPGA determines, in conjunction with the Department of Public Works, Water Division, that ground water quality resulting from on-site wastewater disposal and other on-site operations remains within current EPA and DEQE standards for drinking water at the downgradient property boundary.

4. Submittals. In applying for a special permit required by this section, the applicant shall provide the following information:

(a) A complete list of all chemicals, pesticides, fuels and other potentially toxic or hazardous materials to be manufactured, used or stored on the premises in quantities greater than those associated with normal household use, accompanied by a description of measures proposed to protect all storage containers/facilities from vandalism, corrosion and leakage and to provide for the control of spills.

(b) A description of potentially toxic or hazardous wastes to be generated, indicating storage and disposal methods.

(c) Evidence of approval by the Massachusetts Department of Environmental Quality Engineering (DEQE) of any industrial waste treatment or disposal system or any wastewater treatment system with a capacity of 15,000 gallons per day or more.

(d) Projections of downgradient concentrations of nitrogen and other relevant chemicals at property boundaries and other locations deemed pertinent by the SPGA. Projections shall be based upon appropriate ground water models and the following information/standards:

i. Nitrogen loading calculations

— Wastewater per person: 5 lbs. of nitrogen per year

— Persons per dwelling: 3

— Lawn fertilizrs: 2 lbs. of nitrogen per 1,00 square feet of lawn area per year

— Road runoff: 0.19 lbs. of nitrogen per curb mile per day

— Background nitrogen concentration: actual field measurements

ii. Groundwater flow and impacts to drinking water supply wells

— Identify probably impacted water supply well(s) by constructing flow lines on the Easton Water Table Map (IEP, 1986) downgradient of the proposed site.

— Use 15 inches per year of sand and gravel and 7 inches per year for till for areal recharge rates

— Determine the value for hydraulic conductivity from the closest downgradient public water supply well in the Easton Aquifer Protection Plan (IEP, 1986)

— Determine the saturated thickness of the site as shown on the Saturated Thickness Map (IEP, 1986) supplemented with on-site borings.

5. When an application is made for a building permit which involved the use of land in the Aquifer Protection District, the Building Inspector shall require that the applicant for such a permit provide a plan of the lot on which the proposed development is intended showing 2-foot contour intervals. The datum shall be the National Geodetic Vertical Datum and the bench marks shall be identified on the plan. The plan shall be stamped by a Registered Engineer or Registered Land Surveyor. The Building Inspector shall transmit one (1) copy of the plan to the following Town agencies for written comments: Department of Public Works, Water Division, Board of Health, Planning and Zoning Board and Conservation Commission.

G. Design and Operations Guidelines

The following design and operation guidelines shall be observed within the Aquifer Protection Districts.

1. Safeguards. Provisions shall be made to protect against toxic or hazardous material discharge or loss resulting from corrosion, accidental damage, pillage or vandalism through such measures such as:

— prohibition of underground fuel storage tanks

— spill control provisions in the vicinity of chemical or fuel delivery points

— secured storage areas for toxic or hazardous materials

— indoor storage provisions for corrodible or dissolvable materials

— a closed vapor recovery system for each structure which allows the evaporation of toxic or hazardous materials into its interior to prevent discharge of contaminated condensate into the ground water.

2. Location. Where the premises are partially outside the Acquifer Protection District, potential pollution sources such as on-site waste disposal systems shall be located outside the District to the extent feasible.

3. Disposal. For any toxic or hazardous wastes to be produced in quantities greater than those associated with normal household use, the applicant must demonstrate the availability and feasibility of disposal methods which are in conformance with MGL, Chapter 21C, as amended.

4. Drainage. All runoff from impervious surfaces shall be recharged on the site, diverted towards areas covered with vegetation for surface infiltration to the extent possible. Dry wells shall be used only where other methods are not feasible and shall be preceded by oil, grease and sedimentation traps to facilitate removal of contaminents.

H. Violations

Written notice of any violations of this By-law shall be provided by the Building Inspector to the owner of the premises with said notice specifying the nature of the violation(s) and a schedule of compliance, including cleanup of any spilled materials. This compliance schedule must be reasonable in relation to the public health hazard involved and the difficulty of compliance. In no event shall more than thirty (30) days be allowed for either compliance or finalization of a plan for longer-term compliance.

A toxic or hazardous material shall be defined as any substance or mixture of such physical, chemical or infectious characteristics as to pose a significant, actual or potential hazard to water supplies or other hazard to human health, if such substance or mixture were discharged to land or waters of the Town. Toxic or hazardous materials include, without limitation, the following:

— organic chemicals
— petroleum products
— heavy metals
— radioactive or infectious wastes
— acids and alkalies
— products such as pesticides, herbicides, solvents and thinners

Wastes generated by the following activities, without limitation, are presumed to be toxic or hazardous unless and except to the extent that anyone engaging in such activity can demonstrate to the satisfaction of the Board of Health and the Department of Public Works, Water Division:

— airplane, boat and motor vehicle service and repair
— chemical and bacteriological laboratory operation
— cabinet making
— dry cleaning
— electronic circuit assembly
— metal plating, finishing and polishing
— motor and machinery service and assembly
— painting, wood preserving and furniture stripping
— pesticide and herbicide application
— photographic processing
— printing

UNANIMOUS VOTE. (ART. 21 APPROVED BY ATTY. GEN. 7-8-88)

During the discussion of the previous article at which time there were several proposed amendments, all of which failed; the following counters were appointed and duly sworn by Esther C. Anderson, C.M.C., Town Clerk: John Rodenbush, Leo R. Harlow, John J. Kent, William Hardin, Maureen Papineau and August Arns.

At 11:10 p.m. it was moved, seconded and VOTED to adjourn to Tuesday, May 10, 1988 in the Oliver Ames High School Auditorium. Total present this evening — 575.

A true record. Attest:
Esther C. Anderson, C.M.C.
Town Clerk

NOTICE OF ADJOURNED ANNUAL TOWN MEETING
TOWN OF EASTON
COMMONWEALTH OF MASSACHUSETTS
MAY 10, 1988

Be it known that the Adjourned Annual Town Meeting held Monday, May 9, 1988 was duly adjourned to:

TUESDAY, MAY 10, 1988, at EIGHT O'Clock P.M.

in the Oliver Ames High School Auditorium, to see what action the Town will take in respect to:

Articles 22 through 58, inclusive

and any and all matters that may legally come before the meeting.

Esther C. Anderson, C.M.C.
Town Clerk

ADJOURNED ANNUAL TOWN MEETING
TUESDAY, MAY 10, 1988

Moderator Dailey called the meeting to order at 8:10 p.m. with quorum present. Donald Tucker, microphone carrier, was voted admittance to the hall.

ARTICLE 22. VOTED to amend the Zoning By-Law of the Town in the following manner:

1. In SECTION II DEFINITIONS, under the definition of HOME OCCUPATION, on the next to last line after the words "no more than" delete the words "one nonresident employee" and insert in place thereof the following new words: "three employees, one of whom can be a nonresident,".

2. In SECTION V USE REGULATIONS, Sub-section 5-3, TABLE OF USE REGULATIONS, PRINCIPAL USES, Paragraph I. Accessory Uses. Sub- paragraph 3), after the words, "not more than three (3)" delete the word "persons" and insert in place thereof the following new words: "employees, one of whom can be a nonresident."

3. In SECTION VII SPECIAL PROVISIONS, Sub-section 7-9., Paragraph A), after the words "No more than" delete the words "One nonresident employee" and insert in place thereof the following new words: "three employees, one of whom can be a nonresident".

UNANIMOUS VOTE. (Art. 22 Approved by Atty. Gen. 7-8-88)

ARTICLE 23. VOTED to amend the Zoning By-Law by repealing Sub-section 9-3 (Abandonment) in its entirety and substituting therefor the following amended Sub-section 9-3:

9-3 ABANDONMENT: Any nonconforming use of any structure or land or both, which is abandoned or not used for a period of two (2) years or more, shall in the terms of this by-law constitute abandonment of nonconforming useage. Such land or structure shall thereafter be used or developed only in accordance with the terms of the Zoning By-Law for the zoning district, or districts, in which such property is situated.

UNANIMOUS VOTE. (Art. 23 Approved by Atty. Gen. 7-8-88)

ARTICLE 24. VOTED to amend the Zoning By-Law by repealing the definition of ABANDONMENT contained in Section II, in its entirety, and substituting therefor the following amended definition of the term "Abandonment":

SECTION II ABANDONMENT: The discontinuance or non-use for a period of two (2) years or more, of any nonconforming use of a structure of land, or both, shall constitute the abandonment of such use.

UNANIMOUS VOTE. (Art. 24 Approved by Atty. Gen. 7-8-88)

ARTICLE 25. NOT A VOTE. (133 yes, 112 no)

ARTICLE 26. VOTED to amend the Zoning By-Law of the Town in the following manner:

In SECTION VIII, OFF-STREET PARKING AND LOADING REGULATIONS. Sub-section 8-6, TABLE OF OFF-STREET PARKING REGULATIONS, under Point 6. after the word "service" insert The following new word: "offices".

UNANIMOUS VOTE. (Art. 26 Approved by Atty. Gen. 7-8-88)

ARTICLE 27. VOTED to amend the Zoning By-Law of the Town in the following manner:

1. In SECTION V, USE REGULATIONS, Sub-section 5-3, TABLE OF USE REGULATIONS, PRINCIPAL USES, Paragraph A, Residential Uses, delete Point 5) in its entirety and insert in place thereof the following new Point 5:

"5) Planned Unit Development (See Section VII)
N SP* SP* SP* N N SP* N"

2. In SECTION V, USE REGULATIONS, Sub-section 5-3. TABLE OF USE REGULATIONS, PRINCIPAL USES, Paragraph A, Residential Uses, delete Point 6) in its entirety and insert in place thereof the following new Point 6)

"6) Cluster Residential Development (See Section VII)
SP* SP* N N N N SP* N"

3. In SECTION V, USE REGULATIONS, at the bottom of Page 5- 1, after Point 6), add the following new sentence:

"*The Planning & Zoning Board shall be the Special Permit Granting Authority."

4. In SECTION XII. ADMINISTRATION AND ENFORCEMENT, Sub-section 12-7. SPECIAL PERMITS, Paragraph A., on the first line after the words "The Board of Appeals" add the following new words:

"and the Planning and Zoning Board."

5. In SECTION XII, ADMINISTRATION AND ENFORCEMENT, Sub-section 12-8. OTHER REQUIREMENTS, add a new Paragraph B." to read as follows:

"B. The Planning & Zoning Board shall have the power to hear

and decide on applications for a special permit for Cluster Residential Development and for Planned Unit Development."

6. In SECTION XII, ADMINISTRATION AND ENFORCEMENT, Subsection 12-8. OTHER REQUIREMENTS, in the second paragraph, change Paragraph "B." to read Paragraph and on the second line after the words "the Board of Appeals" add the following new words:

"with the exception of Special Permits regarding Cluster Residential Development and planned Unit Development."

7. In SECTION XII, ADMINISTRATION AND ENFORCEMENT. Subsection 12-8. OTHER RE&UIREMENTS, in the third paragraph, change Paragraph "C." to read Paragraph "D." and on the second line after the words "Appeals" add the following new words:

"with the exception of Special Permits regarding Cluster Residential Development and Planned Unit Development."

8. In SECTION XII, ADMINSTRATION AND ENFORCEMENT, Subsection 12-8. OTHER REQUIREMENTS, add a new Paragraph E. to read as follows:

"E. On each application to the Planning & Zoning Board' for a Special Permit for Cluster Residential Development, or Planned Unit Development the Planning & Zoning Board shall hold a public hearing of which notice shall be given by publication twice in a newspaper of general circulation in Easton, once in each of two successive weeks, the first publication not less than fourteen (14) days before the date of such hearing. The Board shall also notify by mail postage prepaid all Parties in Interest."

9. In SECTION XII, ADMINISTRATION AND ENFORCEMENT, Subsection 12-8. OTHER REQUIREMENTS, add a new Paragraph F. to read as follows:

"F. On each application to the Planning & Zoning Board for a Special Permit for Cluster Residential Development or Planned Unit Development, the Planning & Zoning Board shall send an interoffice memorandum to the Zoning Board of Appeals, Board of Selectmen, Board of Health, Building Inspector, Department of Public Works, Fire Department, and Police Department outlining in general the respective application to enable the various departments to adequately review and comment. Said memo to be sent to various departments at least ten (10) days prior to the hearing."

10. In SECTION XII, ADMINISTRATION AND ENFORCEMENT, Subsection 12-9. APPEAL TO SUPERIOR COURT, on the second line after the words "Board of Appeals" add the following new words:

"or Planning & Zoning Board"

UNANIMOUS VOTE. (Art. 27 Approved by Atty. Gen. 7-8-88)

ARTICLE 28. VOTED to amend the Town of Easton Zoning Map dated March 7, 1973 as amended to change the zoning designatlon on said map, from residential to business, two parcels of land on the Southerly side of Foundry Street shown on Assessors Map U-45, lots 17 and 18, and more particularly described in deeds recorded at Bristol County Northern District Registry of Deeds in Book 1318, Page 378 and Book 1995, Page 342 respectfully. (213 yes, 57 no.) (Art. 28 Approved by Atty. Gen. 7-8-88) A motion to reconsider Article 28 was not a vote.

ARTICLES 29 AND 30. DISMISSED.

ARTICLE 31. Voted to amend the existing zoning map entitled "Town of Easton, Massachusetts Zoning Map" dated April 9, 1984, which has been updated, and adopt an updated map entitled "Town of Easton, Massachusetts Zoning Map," dated April 11, 1988, a copy of the updated zoning map being on file in the Town Clerk's Office.

UNANIMOUS VOTE. (Art. 3l Approved by Atty. Gen. 7-8-88)

ARTICLE 32. NOT A VOTE. (After discussion had begun on this article and a motion to amend to 1% voted, the quorum was challenged. It being determined that 208 voters were present the main motion failed.)

ARTICLES 33 & 34. DISMISSED.

ARTICLE 35. VOTED to accept Harlow Street as a public way from Station 5+00 to Station 14+10.50 as shown on a plan of land entitled "Chestnut Knoll Estates", dated January 4, 1980, revised May 7, 1980 and approved by the Planning & Zoning Board on June 25, 1980 and recorded in the Bristol County Northern District Registry of Deeds, Plan Book 186, Pages 56 thru 68.

The acceptance of said street is contingent upon the owner thereof conveying the land to the Town by way of "Deed of Gift" within 60 days of such vote of acceptance. A deed shall be deposited at the Selectmen's Office with an as built plan of land acceptable to the Planning and Zoning Board, DPW Director, and Town Counsel, suitable for recording at the Registry of Deeds, together with a payment being made to the Town covering the cost of necessary recording fees.

ARTICLE 36. VOTED to accept Monticello Circle as a public way from Station 0+22.50 to Station 4+57.50 as shown on a plan of land entitled "Chestnut Knoll Estates," dated January 4, 1980, revised May 7, 1980 and approved by the Planning & Zoning Board on June 25, 1980 and recorded in the Bristol County Northern District Registry of Deeds, Plan Book 186, Pages 56 thru 68.

The acceptance of said street is contingent upon the owner thereof conveying the land to the Town by way of "Deed of Gift" within 60 days of such vote of acceptance. A deed shall be deposited at the Selectmen's Office with an as built plan of land acceptable to the Planning and Zoning Board, DPW Director, and Town Counsel, suitable for recording at the Registry of Deeds, together with a payment being made to the Town covering the cost of necessary recording fees.

ARTICLE 37. VOTED to accept Partridge Way as a public way from Station 0+00 to Station 7+50.82 as shown on a plan of land entitled "Chestnut Knoll Estates," dated January 4, 1980, revised May 7, 1980 and approved by the Planning & Zoning Board on June 25, 1980 and recorded in the Bristol County Northern District Registry of Deeds, Plan Book 186, Pages 56 thru 68.

The acceptance of said street is contingent upon the owner of said street conveying the deed to the land by way of "Deed of Gift" to the Town within sixty (60) days of the vote of such acceptance. The deed shall contain a complete description of the road and all easements pertaining thereto. The deed is to be deposited at the Selectmen's Office with an as-built/acceptance plan of said land, acceptable to the Planning & Zoning Board, Department of Public Works and Town Counsel, suitable for recording at the Bristol County Northern District Registry of Deeds, together with a payment to the Town covering all recording fees and costs of, such instruments at the Registry.

ARTICLE 38. NOT A VOTE.

ARTICLE 39. VOTED to accept Wedgewood Drive as a public way from Station 0+22.78 to Station 13+41.36 as shown on a plan of land entitled "Chestnut Knoll Estates" dated January 4, 1980, revised May 7, 1980 and approved by the Planning Zoning Board on June 25, 1980 and recorded in the Bristol County Northern District Registry of Deeds, Plan Book 186, Pages 56 thru 68.

The acceptance of said street is contingent upon the owner of said street conveying the deed to the land by way of "Deed of Gift" to the Town within sixty (60) days of the vote of such acceptance. The deed shall contain a complete description of the road and all easements pertaining thereto. The deed is to be deposited at the Selectmen's Office with an as-built/acceptance plan of said land, acceptable to the Planning & Zoning Board, Department of Public Works and Town Counsel, suitable for recording at the Bristol County Northern District Registry of Deeds, together with a payment to the Town covering all recording fees and costs of such instruments at the Registry.

A motion to consider Articles 41 and 42 before Article 40 was not a vote.

ARTICLE 40. VOTED to accept Pleasant Heights Drive as a public way from Station 00+19.12 to Station 17+72.87 as shown on a plan of land entitled "Chestnut Knoll Estates," dated January 4, 1980, revised May 7, 1980 and

approved by the Planning & Zoning Board on June 25, 1980 and recorded in the Bristol County Northern District Registry of Deeds, Plan Book 186, Pages 56 thru 68.

The acceptance of said street is contingent upon the owner of said street conveying the deed to the land by way of "Deed of Gift" to the Town within sixty (60) days of the vote of such acceptance. The, deed shall contain complete description of the road and all easements pertaining thereto. The deed is to be deposited at the Selectmen's Office with an as-built/acceptance plan of said land, acceptable to the Planning & Zoning Board, Department of Public Works and Town Counsel, Suitable for recording at the Bristol County Northern District Registry of Deeds, together with a payment to the Town covering all recording fees and costs of such instruments at the Registry.

ARTICLE 41. VOTED to accept Longview Drive as a public way from Station 0+00 to Station END as shown on a plan of land entitled "Longview Estates," dated February 15, 1980 and approved by the Planning & Zoning Board on November 12, 1980 and recorded in the Bristol County Northern District Registry of Deeds, Plan Book 191, Pages 52-57.

The acceptance of said street is contingent upon the owner of said street conveying the deed to the land by way of "Deed of Gift" to the Town within sixty (60) days of the vote of such acceptance. The deed shall contain a complete description of the road and all easements pertaining thereto. The deed is to be deposited at the Selectmen's Office with an as-built/acceptance plan of said land, acceptable to the Planning & Zoning Board, Department of Public Works and Town Counsel, suitable for recording at the Bristol County Northn District Registry of Deeds, together with a ayment to the Town covering all recording fees and costs of such instruments at the Registry.

ARTICLE 42. VOTED to accept Rainbow Circle as a public way from Station 0+00 to Station END as shown on a plan of land entitled "Longview Estates," dated February 15, 1980 and approved by the Planning & Zoning Board on November 12, 1980 and recorded in the Bristol County Northern District Registry of Deeds, Plan Book 191, Pages 52-57.

The acceptance of said street is contingent upon the owner of said street conveying the deed to the land by way of "Deed of Gift" to the Town within sixty (60 (days) of the vote of such acceptance. The deed shall contain a complete description of the road and all easements pertaining thereto. The deed is to be deposited at the Selectmen's Office with an as-built/acceptance plan of said land, acceptable to the Planning & Zoning Board, recording at the Bristol County Northn District Registry of Deeds, together with a payment to the Town covering all recording fees and costs of such instruments at the Registry.

UNANIMOUS VOTE.

ARTICLES 43 & 44. DISMISSED.

ARTICLE 45. NOT A VOTE.

ARTICLE 46. During discussion of this article, the quorum was questioned and it being determined that a quorum was not present a motion was made, seconded and VOTED to DISSOLVE the Annual Town Meeting at 10:35 p.m.

Total present this evening — 306.

A true record. Attest:
Esther C. Anderson, C.M.C.
Town Clerk

SPECIAL TOWN MEETING
WARRANT
NOVEMBER 14, 1988
COMMONWEALTH OF MASSACHUSETTS

BRISTOL, SS

To either of the Constables of the Town of Easton in the County Bristol.

GREETINGS:

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Easton qualified to vote in Town elections and in Town affairs to meet in the Oliver Ames High School Auditorium in said Easton on Monday, the 14th day of November next at 8:00 p.m. then and there to act upon the following Articles.

ARTICLE 1. To see if the Town will vote to accept the provisions of Chapter 73, Section 1, of the Acts of 1986 amending G.L. C 59, Sec. 5 adding clause 17P, which provides for an exemption from real estate taxation of $175 for certain qualifying spouses, a minor whose parents are deceased, or persons over the age of 70, or to take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 2. To see if the Town will vote to accept the provisions of Chapter 73, Section 3, of the Acts 1986 amending G.L. C.59, Sec. 5, adding clause 41C, which provides for an exemption from real estate taxation of $500 for certain qualifying persons over the age of 70, or to take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 3. To see if the Town will vote to appropriate a sum of money for certain costs relative to the clean up of contaminated soil at the Fire/ Police complex, Lothrop Street, and any expenses relating thereto, and to determine whether the money shall be provided by taxation, by appropriation from available funds in the treasury, or by borrowing under the provisions of Chapter 44 of the General laws, or to take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 4. To see if the Town will vote to amend the General By-laws of the Town, by deleting *Article 14, Personnel Administration,* in its entirety and substituting therefore, the following: "Article 14, Personnel By-law."

PERSONNEL BY-LAW TABLE OF CONTENTS

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ARTICLE 1

PURPOSE AND POLICIES

1-1 *PURPOSE* — It is the purpose of this by-law to provide to Department Heads, supervisory personnel and employees the policies and procedures for assuring maintenance of an equitable personnel management system in the Town. The policies and procedures for personnel administration set forth herein have, as their purpose, to promote the efficiency and economy of government; to promote the morale and well-being of Town employees; and to promote equal employment opportunity for all candidates.

1-2 *POLICY* — The personnel policies of the Town are based on the following principles:

(a) recruiting, selecting, and advancing employees on the basis of their relative abilities, knowledge and skills;

(b) providing equitable. and adequate compensation;

(c) training employees as needed to assure high-quality performance and to promote career development;

(d) retaining employees on the basis of the adequacy of their performance, correcting inadequate performance, and separating employees whose inadequate performance cannot be corrected.

(e) assuring fair treatment of applicants and employees in all aspects of personnel administration without regard to political affiliation, race, color, national origin, age, sex, creed, handicap, or any other non-merit factor, except where such factor is a bona fide occupational requirement, and with proper regard for their privacy and constitutional rights as citizens; prohibiting discrimination against any person on the basis of such non-merit factors; and

(f) assuring that employees are protected against coercion for partisan political purposes and are prohibited from using their official

authority for the purpose of interfering with or affecting the result of an election or a nomination for office.

1-3 *EQUAL EMPLOYMENT OPPORTUNITY* — Discrimination against any person in recruitment, examination, appointment, training, promotion retention or any other personnel action because of political affiliation, race, creed, color, national origin, age, sex, handicap, or other non-merit factor is prohibited except where such factor is a bona fide occupational requirement.

1-4 *APPLICABILITY OF THESE POLICIES* — The personnel policies contained in this By-Law shall apply to all officers and employees, except exempt officials, as defined in Article 3 of this By-Law. The policies are not intended to be all-inclusive. Final discretion as to interpretation and as to the appropriate course of action concerning a personnel matter shall rest with the Town Administrator.

1-5 *STATE CIVIL SERVICE LAW AND RULES* — Nothing contained in these personnel policies shall be construed to conflict with Massachusetts General Law, Chapter 31, where civil service applies.

1-6 *OTHER STATE STATUTES* —

(a) Nothing in this by-law shall be construed to conflict with any special law enacted for the Town of Easton or any permissive statute accepted by the Town of Easton nor any provision of the State Constitution. To the extent that any apparent conflict exists, it shall be determined in favor of the higher State Statute or provision of the State Constitution.

(b) In the event that a specific provision of this By-Law should conflict with a provision of a collective bargaining agreement, adopted in conformance with MGL Chapter 150 E, the provision of the particular collective bargaining agreement shall prevail.

1-7 *HOME RULE CHARTER* — Nothing in this by-law shall be construed to conflict with any provision of the Home Rule Charter of the Town of Easton. To the extent that any apparent conflict exists, it shall be determined in favor of the Charter.

ARTICLE 2

RESPONSIBILITY FOR ADMINISTRATION

2-1 *PERSONNEL DIRECTOR* — The Town Administrator or designee shall be Personnel Director for the Town of Easton and will impartially and equitably oversee all personnel activities of Town Government. He/she may delegate to another or others personnel functions entailed in administering this By-Law, but shall retain personal responsibility for all such delegated acts.

The Personnel Director shall:

(a) prepare and recommend to the Board of Selectmen for their approval, a personnel plan and revisions thereto and direct the continuous administration of said plan, in accordance with the provisions of the Town Charter, Section 4—2, part "m";

(b) review for budgetary purposes the annual salaries and associated costs;

(c) direct the recruitment, testing, selection, and hiring of employees;

(d) prepare and administer tests, whenever practicable, for all original appointments and promotions in the Town service in conjunction with the appropriate department head;

(e) enforce policies and procedures for personnel administration;

(f) supervise, develop, and maintain personnel systems, forms, procedures, and methods of record-keeping;

(g) maintain a roster of all employees in the Town service;

(h) certify in writing appointments, promotions, demotions, discipline, and other actions;

(i) direct employee orientation, training, counselling, and career development in conjunction with Department Heads;

(j) administrator these personnel policies, including the handling of grievances;

(k) evaluate performance evaluation reviews completed by Department Heads;

(l) perform other lawful acts which are considered necessary or desirable to carry out the purpose of the central personnel system and the provisions of these personnel policies;

(m) ensure that all employees certify in writing that they have received this By-Law and all other labor contracts, policies, procedures, and rules which effect them.

2-2 *DEPARTMENT HEADS* — Department Heads shall have responsibility to supervise effectively their employees; to report in a approved manner upon the efficiency and performance of their subordinates; to notify the Town Administrator of changes in duties of their employees in order that the classification plan will be maintained; and to recommend salary increases. Department Heads shall recommend to the Town Administrator, as necessary, desirable changes in the personnel policies and procedures to improve administration of the personnel system. Department Heads may establish such rules deemed necessary for the efficient and orderly administration of the department. Such rules must be on file in the Office of the the Town Adminstrator before they become effective and must be consistent with these personnel policies

and procedures. Copies of department rules must be made available in the office of each Department Head for use by the employees.

2-3 *EMPLOYEES* — It shall be the responsibility of all employees to acquaint themselves thoroughly with the material in these personnel policies and subsequent revisions. Employees are also encouraged to submit suggestions for changes and improvements in personnel policies and procedures for improvement of the personnel administration.

ARTICLE 3

DEFINITIONS

ALLOCATION — The assignment of an individual position to an appropriate class on the basis of kind of work, duties, and the responsibilities of the position.

APPOINTING AUTHORITY — The person(s) who have the authority, by statute or Town Charter to appoint employees, and remove employees from their position, for just cause.

APPOINTMENT — The placement of a person in a position.

CLASS — A position or group of positions which are sufficiently similar with respect to duties, responsibilities, and authority that they may properly be designated by the title and equitably compensated from the same pay range under substantially the same employment conditions.

CLASS SPECIFICATION — The written description of a class, including the title, a statement of the nature of the work, examples of duties and responsibilities, and the minimum qualification requirements that are necessary for the satisfactory performance of the duties of the class.

CLASS TITLE — The title assigned to any particular class and used for reference to that class.

COMPENSATION — The salary or wages earned by any employee by reason of service in the position, but does not include allowance for expenses authorized and incurred as incidents to employment.

DEMOTION — The movement of an employee from a position in one class to a position in another class with a lower maximum pay rate.

DEPARTMENT HEAD — Any employee who by virtue of his/her work responsibilities is the primary administrative officer in his/her department, and who supervises one or more employees, as indicated on the below list. The Town Administrator, by administrative policy, shall be responsible for annually updating the list of all Department Heads.

DEPARTMENT HEADS: Animal Control Officer
Assistant Assessor
Building and Grounds Superintendent/Tree Warden
Building Inspector
Collector Treasurer
Council On Aging Director
Director of Public Works
Fire Chief
Health Director
Highway Superintendent
Police Chief
Recreation Director
Town Accountant
Town Clerk
Veterans' Agent
Water Superintendent

DISCHARGE or DISMISSAL — The permanent, involuntary termination of a person from Town service.

DISCIPLINARY ACTION — An oral warning, written reprimand, suspension, demotion or dismissal, taken for cause by the appropriate authority.

EMPLOYEE — A person occupying an appointive position, or an appointive person who is on authorized leave of absence, who are not exempt officials.

EMPLOYMENT DATE — The date on which an employee commences performance of duties and is placed on the payroll.

EXAMINATION — All of the tests of fitness taken together that are applied to determine the fitness of applicants for positions of any class.

EXEMPT OFFICIALS — Elected officials, Town Counsel, persons under the control of the School Committee, members of boards, commissions and committees, and all employees whose wages, benefits and working conditions are governed by a collective bargaining agreement.

FULL-TIME EMPLOYEE — An employee who is in an approved, full- time position in Town Service, which is funded for an entire year.

GRIEVANCE — A misunderstanding or disagreement between. an employee and a supervisor that relates to working conditions and relationships, or to policies, rules and regulations.

HOURLY EMPLOYEES — Employees who are covered by the minimum wage and hour provisions of The Fair Labor Standards Act.

INCUMBENT — The current occupant of a position.

LAYOFF — The separation of an employee because of lack of work or funds

or other reasons not related to fault, delinquency, or misconduct on the part of the employee.

LEAVE — An authorized absence from regularly scheduled work hours which has been approved by proper authority.

MERIT INCREASE — An increase in pay from one step to a higher step in the pay range for an employee who meets the eligibility conditions specified in these policies and in merit pay regulations.

PART-TIME — An employee whose normal work week does not exceed 35 hours, or whose average work week does not exceed 35 hours, and which is funded for an entire year.

PAY PLAN — A schedule of compensation for all classes in the classification plan, including any successive pay rate steps established for each class. All positions allocated to one class will be paid according to the salary range established for that class.

PERSONNEL ACTION — Any and all activities affecting any aspect of an employee's status which includes appointments and changes in appointments, original hiring, re-employment, transfer, promotion demotion, changes in hours, reallocation, resignation, suspension, discharge, placement on leave, step increases, etc.

POSITION — A group of current duties and responsibilities assigned or delegated by appropriate authority to one person.

PROBATIONARY PERIOD — A working test period, following an appointment during which an employee is required to demonstrate, by conduct and actual performance of the duties, fitness for the position to which appointed.

PROMOTION — The movement of an employee from a position of one class to a position of another class with a higher maximum pay rate.

REALLOCATION or RECLASSIFICATION — The assignment of a position to a class different from the one to which it was previously assigned.

SALARIED EMPLOYEES — Employees who meet one of the definitions for exemption from the minimum wage and hour provisions of the Fair Labor Standards Act.

SUPERVISOR — Any employee who, by virtue of his/her work responsibilities, exercises control over one or more other employee's job performance, work scheduling or related functions.

SUSPENSION — An involuntary absence without pay imposed on an employee for disciplinary action or pending final outcome of appeal.

TEMPORARY/SEASONAL APPOINTMENT — The appointment of an employee from an eligible list for a period not to exceed 6 months.

TEMPORARY/SEASONAL EMPLOYEE — An employee appointed from an eligible list for a period not to exceed 6 months, regardless of the number of hours worked per week.

TOWN AGENCY — A generic term meant to be applied to any department, board, committee, commission or any other body of Town government in which persons are employed.

TRANSFER — The movement of an employee from one position laterally to another position of the same class or of another class having the same maximum pay rate involving the performance of similar duties and requiring essentially the same basic qualifications.

ARTICLE 4

CLASSIFICATION SYSTEM

4-1 *PURPOSE* — The purpose of the classification plan is to:

(a) establish desirable qualification standards for recruiting and examining purposes;

(b) provide a means of analyzing work distribution, area of responsibility, lines of authority and other relationships between positions;

(c) assist in determining budget requirements;

(d) provide a basis for developing standards of work performance;

(e) establish lines of promotion;

(f) indicate training needs;

(g) provide uniform titles for positions.

4-2 *DEFINITIONS*

(a) *CLASS* — A class shall comprise one or more positions that are so similar in the basic character of their duties and responsibilities that the same pay scale, title and minimum qualification requirements can be applied and the positions can fairly and equitably be treated under like conditions for all other personnel purposes. The same minimum qualification requirements shall be applied to all positions in a class regardless of the department in which the position is located.

(b) *CLASS SFECIFICATION* — The class specification shall state the characteristic duties, responsibilities, and desirable qualification requirements which distinguish a given class from other classes. The specification will be descriptive but not restrictive; that is, the class specification shall describe the more typical types of work which may be allocated to a given class but shall not be construed to restrict the assignment of other duties related to the class.

(c) *CLASSIFICATION BAN* — The classification plan comprises

a schematic list of classes of positions supported by written specification setting forth the duties and responsibilities of each class and the minimum qualifications necessary for appointment to a position of that class. Classes are allocated to classification levels in accordance with an approved job evaluation system.

4-3 *ADMINISTRATION OF CLASSIFICATION* — Each classified position is allocated to a class. The Personnel Director is responsible for the classification of all positions.

(a) *JOB ANALYSIS* — In establishing a new class of positions and in periodic classification reviews, the Personnel Director shall ensure that a job analysis is carried out to determine the essential elements of a class or job. The job analysis shall consist of an employee questionnaire to be completed by employees and supervisors in the instance of existing classes or by supervisor and Department Head in the instance of a newly- created class of positions. Completed questionnaires shall be forwarded to the Personnel Director. In the event that additional information is necessary, the Personnel Director shall take such steps as deemed advisable to collect same, including selective job audits. Information collected from all sources shall form the basis for development of proper class specification by the Personnel Director covering all positions in an appropriate class. The Personnel Director shall meet with the employee, if any, as well as the supervisor and/or Department Head to review the class specification prior to final adoption.

(b) *JOB EVALUATION SYSTEM* — In allocating classes of positions to appropriate classification levels, the Personnel Director will utilize an objective job evaluation system, such as: a point factor plan, to address the complexity and level of responsibility of each class of positions in allocating proper classification/grade levels for all classes covered in the classification plan. The Personnel Director shall meet with and compare his/her classification to that of the employee's supervisor and/or Department Head and further shall give equal weight to each classification in determining a final classification.

(c) *CLASSIFICATION REVIEW* — The Personnel Director shall annually review all classes of positions in Town Service to the end that all classes are reviewed on a three (3) year cycle. Incumbent employees, supervisors and Department Heads may request, in any given year, that a specific class or classes be reviewed for applicability to current job conditions and situations and to the extent possible, the Personnel Director will assign priority to such requests. Formal requests for reclassification shall also receive priority consideration. In conducting these reviews, the Personnel Director shall meet and consult with supervisors and Department Heads in the same manner as detailed in "(b)" above.

(d) *ACTION AS A RESULT OF CLASSIFICATION REVIEW* — If, as a result of a general classification review or as a result of a request for re-classification, the Personnel Director determines that a position

or class of positions has changed sufficiently, the position or class will be reclassified, and personnel action shall be initiated to reflect the change as soon as funding is available. If the Personnel Director finds that reclassification is not justifiable after consulting with supervisors and Department Heads as outlined in sections "(a)" through "(c)" above, the Director will notify the incumbent(s) in writing, and no similar request for re-classification may be submitted within a period of six (6) months. Reclassification may result in a position or class of positions being allocated to the same classification/grade level, or re-allocated to a higher or lower level. When reclassification results in reallocation to a lower level, an incumbent shall not lose current pay and benefits. This save-pay provision shall not apply to any new appointee or replacement to said position or class.

4-4 *CERTIFICATION OF CLASSIFICATION CHANGE* — No employee shall be paid under a change in class title until proper authorization on an appropriate form is signed by the Town Administrator.

ARTICLE 5

COMPENSATION SYSTEM

5-1 *PAY POLICY* — The Town Administrator shall be responsible for the development and maintenance of a uniform and equitable pay plan which shall consist, for each class of positions, of minimum and maximum rates of pay and such intermediate steps as are deemed necessary and equitable. The plan shall be approved by the Board of Selectmen before it becomes effective in accordance with the Town Charter, Section 4-2, part "m".

5-2 *MAINTENANCE OF THE PLAN* — Factors relevant to the maintenance of sound compensation practices will include but are not limited to ranges of pay in other classes; prevailing rates of pay for similar employment in other Towns; cost of living factors; other benefits received by employees; the financial policy and economic considerations of the Town; and the ability of the Town to recruit and retain qualified personnel.

5-3 *PAY ADMINISTRATION* —

(a) *APPOINTMENT RATES* — An employee appointed to a position should normally be compensated at a minimum rate of pay assigned to the class to which the position is allocated. However, original employment at a salary above the minimum step may be made upon written certification by the Town Administrator that such action is justified by exceptional qualifications of the applicant or by lack of qualified applicants available at the minimum rate.

(b) *PAY PLAN ANNUAL INCREASE* — The pay plan shall be annually increased by an inflationary factor, to be determined by the Town Administrator as part of the annual budget cycle, but in no case less than the average increase for all collective bargaining units.

(c) *MERIT INCREASES* — Merit increases within an established range are not automatic but require the attainment of a sufficiently high score on an annual performance review. The eligibility date for a merit increase shall be on July 1st of each year, provided the employee has worked at least 3 full months prior to that date. An employee who reached the last step for a particular salary range, may not receive further merit increases. unless the position is regraded. An employee on leave without pay shall not count such leave toward service for compensation purposes.

The following factors shall not affect eligibility for a merit pay increase:

1. overall pay adjustment resulting from the annual pay survey;
2. transfer within class or within range;
3. military leave without pay necessitated by a draft or reserve call-up because of a declared emergency up to 90 calendar days;
4. a period of paid leave;
5. reclassification to a class of the same pay range or lower.

The denial of a merit increase does not necessarily connote less than satisfactory service. To be eligible for a merit increase, it is expected that an employee is performing at a higher than average level.

(d) *PERFORMANCE EVALUATION* — For positions covered by formal performance evaluation, see Article 8 for appropriate policy and procedure.

(e) *PROMOTION* — Upon promotion, the employee's salary shall be set at the rate of the higher classification which as least provides an increase equal to the next higher pay step in the employee's previous classification level, except that the new salary shall not be more than the maximum rate of the higher classification level.

(f) *TRANSFER* — When an employee is transferred laterally from a position in one class to a position in another class at the same pay rate, or is transferred with no change in class, she/ he shall continue to be paid at the same-rate.

(g) *REALLOCATION OF POSITION TO A CLASS IN LOWER PAY RANGE* — When job evaluation indicates that a position is reallocated to a class in a lower pay range, the current pay of an incumbent is not changed, and said incumbent or incumbents will continue to (a) be eligible for increments up to the maximum of a lower pay range and (b) be eligible for any general pay increases which may be established for all positions in the group af fected.

5-4 *HOURS AT WORK*

The following hours of work shall apply to employees in each category:

Category	Hours per week
1.) Salaried Employee	40
2.) Hourly Employee	
a.) Clerical	35
b.) Others	40*
3.) Part-time	Subject to controlof Department Head

*Schedule is consistent with union employees supervised, or that work in the same department/division.

It is recognized that the greater work responsibilities of salaried employees may cause them to frequently work greater than 40 hrs. per week. It is also recognized that salaried employees may use compensatory time, and have some work schedule flexibility, both subject to approval of the Town Administrator.

It is also recognized that the salaried employee's 40 hr. work week includes a one-hour paid lunch and coffee breaks to be taken at the discretion of the employee.

The work week of the hourly clerical employees does not include a one-hour unpaid lunch break. It does however, include a 15 minute morning coffee break.

5-5 *OVERTIME* — With the exception of salaried employees, all other non-union employees shall receive overtime pay as follows:

(a) For those working a 35-hour work week, overtime in excess of 7 hours in a single work day, or in excess of 35 hours in a work week shall be paid at the overtime rate.

(b) For those hourly employees working a 40-hour work week, overtime in excess of 8 hours in a single work day, or in excess of 40 hours in a work week shall be paid at. the overtime rate.

(c) Salaried employees are eligible for compensatory time off, for hours worked in excess of normal work week hours, when so approved. Approval for all Department Heads shall be granted by the Town Administrator, and for all others by the Department Head concerned.

5-6 *LONGEVITY PAY* — Non-union full-time employees shall receive annual longevity payments as follows:

(a) Department Heads:

upon completion of five (5) years of continuous service for the Town — $300;

upon completion of ten (10) years of continuous service for the Town — $350;

upon completion of fifteen (15) years of continuous service for the Town — $400;

upon completion of twenty (20) years of continuous service for the Town — $450;

for completion of each additional year of continuous service for the Town — $25 per year, to be added to the 20-yr. amount.

(b) All other employees (Non-union):

upon completion at five 15) years of continuous service for the Town — $200;

upon completion of ten (10) years of continuous service for the Town — $250;

upon completion of fifteen (15) years of continuous service for the Town — $300;

upon completion of twenty (20) years of continuous service for the Town — $350;

for completion of each additional year of continuous service for the Town — $25 per year, to be added to the 20-yr. amount.

Beginning July 1, 1989 and on July 1st of every year thereafter each category shown above shall increase the equivalent amount of the average increase of the collective bargaining units.

The employee's initial date of full-time employment shall be used for computing length of service, and longevity payments shall be payable on the anniversary date of employment.

Any break in employment for any reason, other than military service, of less than two (2) years shall not cause any loss of longevity earned to date, however, any time not actually worked in Town service shall not be credited toward longevity totals.

5-7 *COMPENSATION — GENERAL —*

For the purpose of this By-Law, actual hours worked shall include all time an employee is required to be on duty. It is the intent of this By-Law that the supervisor bear the responsibility for notifying the employee of any limitation when work hours exceed normal work hours.

ARTICLE 6

RECRUITMENT, SELECTION AND APPOINTMENT OF EMPLOYEES

6-1 *POLICY* — To assure a high quality of service to the public, selection will be from among the most competent applicants. Selection and appointment to all positions will be based solely upon job-related requirements and the applicant's demonstration that he/she possesses the skills, knowledges, abilities and other characteristics necessary for successful job performance.

6-2 *RECRUITMENT PROCEDURES*

A. *DEFINING THE JOB* — When a vacancy occurs, the appointing authority will review the functions, duties, responsibilities, and minimum qualifications of the position to ascertain whether the job description is still accurate or the job needs to be redefined. If it is determined that a new job description is necessary or that changes to the existing job description are required, the appointing authority will consult with the Personnel Director, who will be responsible for preparing the new/amended job description.

B. *ADVERTISING THE VACANCY* — The Town Administrator or designee will be responsible for advising the public of the vacancy. The vacancy will be publicized in such manner as to assure that all interested and qualified individuals, including current employees, are informed of the position-title, duties, responsibilities and salary range; minimum and special qualifications for t.he job; the time, place and manner of making application; and any other information which may be useful to applicants. All advertisements shall comply with MCAD affirmative action requirements.

6-3 *APPLICATION FOR EMPLOYMENT* — All candidates applying for employment must secure and file an official application form. Deliberate false or misleading statements in the application and deception in attempting to secure employment shall be grounds for rejecting an applicant.

6-4 *SELECTION PROCEDURES*

A. *DETERMINING EXAMINATION DEVICES* — The Town Administrator or designee shall determine which examining device or combination of devices will be used to evaluate the relative fitness of each candidate for the position.

(1) The devices selected shall relate to the duties and responsibilities of the position and shall fairly appraise and determine the merit, fitness, ability and qualifications of the applicants.

(2) A variety of devices may be employed, including but not limited to: assessment of training, education and work experience; written, oral and performance tests; structured interviews; and reference checks. Each device utilized will be administered to insure equity and fairness.

B. *THE SELECTION PROCESS* — The selection process will result in a ranking of candidates in order of their relative ability to perform the job.

C. *INTERVIEW AND SELECTION* — The appointing authority or designee will interview all qualified applicants, and will notify all candidates in writing and in a timely manner, of their selection or non-selection for the vacant position.

D. *DOCUMENTING THE SELECTION PROCESS* — A record of the recruiting, examining and appointing procedures used will be retained after the vacancy is filled. This record will include: the job description; vacancy announcements; the applications of all who applied or their names and addresses; and the appointing authority's reasons for selection of a candidate.

E. *MASS. COMMISSION AGAINST DISCRIMINATION REPORTING* — The Personnel Director will be responsible for all MCAD reporting.

6-5 *PRE-EMPLOYMENT PHYSICAL EXAMINATION*

A pre-employment physical examination shall be required for all permanent and seasonal employees prior to appointment. A qualified physician, selected by the Town Administrator shall make his/her report on a form provided by the Town. Any such examination shall be at the expense of the Town and shall be reviewed by the appointing authority prior to final determiation of the applicant's qualifications for appointment. A psychological examination also be required.

ARTICLE 7

TRAINING AND EDUCATION

7-1 *POLICY* — It is the Joint responsibility of the supervisors, Department Heads and Town Administrator to foster and promote employee training and education programs for the purpose of improving the quality of service rendered to citizens and aiding employees to equip themselves for advancement in Town service.

7-2 *EDUCATIONAL INCENTIVE PROGRAM* — Full-time employees shall be entitled to participate in an educational incentive program. Any employee may request reimbursement for a course at an accredited school provide the course is job related, approved in advance, in writing, by the Department Head and Town Administrator, and evidence of a passing grade is submitted to the Town Administrator upon course completion.

7-3 *TRAINING FOR CERTIFICATION OR LICENSE* — Where a full-time employee is required to attend a course or to receive instruction in order to maintain a license or registration which is an integral part of the job description and which is a requirement for the continuation of employment in that position, the Town shall reimburse the employee for successful completion of the course or instruction, with the exception of a Class III Driver's Licence.

7-4 *OTHER TRAINING* — Department Heads and supervisors may perceive other training needs, and are obliged to discuss same with the Town Administrator as a prelude to securing Town Administrator approval of such other training.

ARTICLE 8

PERFORMANCE EVALUATION

8-1 *PURPOSE* — The Town recognizes the need for a performance evaluation system to:

(1) assess fairly and accurately an employee's strengths, weaknesses and potential for growth;

(2) encourage and guide the employee's development of his/her special skills and work interests;

(3) assure the granting of increases and consideration for more complex work based on merit;

(4) provide a method of improving operational programs through employee input; and identify training needs.

8-2 *PROCEDURE* — The Town Administrator -shall be responsible for the establishnient and maintenance of the employee performance evaluation system. Employee evaluation is the continuing day to day responsibility of the supervisor. Annually and prior to effecting a merit increase, the supervisor will make a written evaluation of the employee's performance.

A. *Six-month Informal Review*

In approximately the sixth month of each fiscal year, each employee's immediate supervisor will conduct an inf ormal review of the employee's work performance for the first half of the fiscal year.

B. *Annual Evaluation*

In the eleventh month of each fiscal year, each employee's supervisor shall conduct a formal, written evaluation of the employee's work performance, for the entire fiscal year. The annual evaluation shall include a review of the employee's annual goals and objectives and the extent to which those have been completed, as well as other job related factors. The evaluation will also include plans to correct deficient areas and the development of a new set of goals and objectives. This evaluation shall form the basis of any employee merit increase approved.

C. *Goals and Objectives*

As part of the employee performance evaluation system, the Town Administrator is responsible for devising a procedure for the establishment of annual goals and objectives for each employee. This procedure will provide, as a minimum, for the following:

July, August

Goals and objectives drafted by each employee, reviewed by the supervisor and approved, submitted to the Department Head and approved, then submitted to the Town Administrator.

August, Sept.

Town Administrator prepares an annual Town-wide goals and objectives statement for the review and approval of the Board of Selectmen, in consultation with other Town Boards, committees, and commissions.

Sept., Oct.

The Town Administrator finalizes and approves each Department Head's goals and objectives ensuring that they are consistent with the Town-wide goals and objectives approved by the Selectmen. Each Department Head ensures that supervisor's and employee's goals and objectives are consistent with the Department Head's and will contribute toward the completion of department and Town goals.

Nov., Dec., Jan.

Budgets are prepared which will provide the necessary resources to accomplish all goals and objectives.

May

Following Town Meeting action on budgets, each Department Head's goals and objectives are reviewed by the Town Adminstrator and modified as required by budget approvals/disapprovals.

June

Annual employee performance evaluation of prior year's goals and objectives.

D. *Coverage and Procedure*

The coverage and procedure for the Implementation of the merit increase system, goals and objectives establishment, and annual employee evaluations are set forth in a manual developed and implemented by the Town Administrator.

ARTICLE 9

DISCIPLINARY ACTIONS

9-1 *DISCIPLINE* — It is the responsibility of all employees to observe the policies and regulations necessary for the proper operation of the Town government.

A. *DEPARTMENT HEAD RESPONSIBILITIES* — Department Heads are responsible for the proper and efficient operation of their department and for enforcing all policies and regulations. Supervisors are authorized to apply, with the approval of the Department Head, such disciplinary measures as may be necessary, in accordance with Section 9-2 of this Article.

B. *REASONS FOR DISCIPLINARY ACTION* — Disciplinary action may be imposed upon an employee for conduct or actions which interfere with or prevent the Town from effectively and efficiently discharging its responsibilities to the public. The following shall constitute cause for disciplinary action:

1. Neglect in the performance of the duties of the position to which the employee is assigned.

2. Disregard for or frequent violations of Town and departmental policies and regulations.

3. Willful misuse, misappropriation, negligence, destruction of Town property or conversion of Town property to personal use or gain.

4. Frequent non-excused tardiness or absence from duty without approval.

5. Violation of any reasonable or official order, refusal to carry out lawful and reasonable directions given by a proper supervisor, or similar acts of insubordination.

6. Intoxication or use of alcoholic beverages, narcotics, drugs or other controlled substances while on duty.

7. Criminal, dishonest, or other unsuitable conduct which interferes with effective job performance or has an adverse effect on the efficiency of the Town service.

8. Disregard for or frequent violations of Town by-laws or state laws.

9-2 A. *Immediate Action* — Any supervisor has the authority to send an employee home, with pay, at any time, if, in the supervisor's opinion, sufficient cause for such action exists. In that event, the supervisor shall provide the Department Head with a written recommendation regarding the appropriate disciplinary action to be taken, with a copy to the Town Administrator.

B. *Oral Reprimand* — Whenever grounds for disciplinary action exist and the supervisor determines that more severe action is not immediately necessary, the supervisor should orally communicate to the employee the supervisor's observation of the def iciency and offer assistance in correcting the deficiency. Whenever possible, sufficient time for improvement should precede formal disciplinary action. When an oral reprimand is given, the supervisor should ensure that the employee's personnel file is documented to show the date of the reprimand and the charge. The employee will be advised that this reprimand will be documented in his/her personnel folder.

The documentation of the reprimand and comments in the employee's file will be purged at the end of 24 months.

C. *Written Reprimand* — A written reprimand may be given by a Department Head or D.P.W. Supt., for just cause within ten (10) days of the date of the behavior giving rise to the reprimand.

A written reprimand shall be addressed to the employee and will include: the charge, the specific behavior and the dates of the behavior (where appropriate) that support the charge, the warning that continuance of this behavior will result in more severe disciplinary action; any circumstances affecting the severity of the discipline; and advice on rights of appeal. A copy of the reprimand shall be signed by the employee and be included iii the employee's personnel file. The employee will have five (5) working days, from the date of signing the reprimand to submit written comments for his/her personnel file.

Both documents shall be purged from the file at the end of twenty-four (24) months, if no other disciplinary action of any type has occurred in that time.

D. *Suspensions and Removals* — An employee may be suspended or removed from his/her position by the appointing authority in accordance with the procedures set forth in section 7-11 of the Town Charter.

E. *Supervisor Defined* — For purposes of this section "supervisor" is meant to be the Town Administrator, any Department Head or any Superintendent or foreman in the D.P.W.

9-3 *APPEALS* — Any employee aggrieved by any disciplinary action may appeal said action, within five (5) working days of receiving notif ication of the action to the Superintendent, or Department Head concerned. The Superintendent or Department Head shall investigate the appeal and render a written decision within five (5) working days of his/her Final determination. If the employee is not satisfied- with the decision at that level, he may appeal, in writing, to the Town Administrator. Said appeal shall describe the discipline imposed, the decisions rendered by appeal to the Superintendent or Department Head, and the requested relief. All such appeals shall be filed within five (5) working days of receiving the Superintendent or Department Head's decision.

ARTICLE 10

LEAVE

10-1 *GENERAL POLICY* — Leave is any authorized absence during regularly scheduled work hours that is approved by proper authority. Leave may be authorized with or without pay and shall be granted in accordance with this By-Law on the basis of the work requirements of the departments and, whenever possible, the personal wishes of the employee. All leave will be reported each week on a standard form and in compliance with a reporting policy established by the Personnel Director.

10-2 *PROCEDURE FOR REQUESTING LEAVE* — For all leave other than holiday or sick leave, a written request indicating the kind of leave, duration and dates of departure and return must be approved by the Town Administrator or designee prior to the taking of leave. In the case of disability, injury and emergency leave, the request shall be submitted for approval immediately upon the employee's return to duty. Unless an absence is substantiated by a request approved by the Town Administrator or designee, an employee shall not be paid far any absence from scheduled work hours, and shall be subject to disciplinary action.

10-3 *Holiday Leave* — The following days shall be recognized as holidays and such other days as may be declared holidays for the conduct of public business by the State government:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
Wastiington's Birthday	Veterans Day
One-Half Day Good Friday	Thanksgiving Day
Patriots Day	Day After Thanksgiving
Memorial Day	One-Half Day Before Christmas
Independence Day	Christmas Day

A. *SATURDAY AND SUNDAY HOLIDAYS* — whenever any of the above named holidays falls on a Saturday or Sunday, the preceding Friday or following Monday, respectively, shall be a holiday, unless another day is established by law.

B. *WORK ON HOLIDAYS* — On the designated holidays, employees not otherwise covered by labor agreement shall be excused from all duty not required to maintain essential services. Employees who perform work shall be paid at double their regular rate of pay for hours actually worked on the holiday, in addition to the amount to which they are entitled as holiday pay. It is understood that the Fire Chief, Police Chief and Deputy Police Chief routinely work all holidays, and therefore will receive one day's pay in addition to their regular pay for all holidays in section 10-3 above.

C. *HOLIDAY DURING VACATION* — If a designated holiday occurs while an employee is on vacation leave, no charge for the holiday will be made against vacation leave.

10-4 *VACATION LEAVE*

A. *ACCRUED BASIS* — Full time employees, other than temporary or seasonal employees, are entitled to accrue vacation each year of their employment on the following basis, calculated as of the anniversary date of full-time employment:

DEPARTMENT HEADS

Initial Hire:	l.00 days/month (12 days/yr.)
One to Four years:	1.25 days/month (15 days/yr.)
Five to Nine years:	1.75 days/month (21 days/yr.)
Ten to Twenty years:	2.17 days/month (26 days/yr.)
Twenty-one or more years:	1 day/yr. not to exceed 5 additional days beyond twenty-year amount.

ALL OTHER EMPLOYEES (Non-Union)

Initial Hire:	.83 days/month (10 days/yr.)
One to Four years:	1.00 days/month (12 days/yr.)
Five to Nine years:	1.50 days/month (18 days/yr.)
Ten to Twenty years:	1.91 days/month (23 days/yr.)
Twenty-one or more years:	1 day/yr. not to exceed 5 additional days beyond twenty-year amount.

Vacation earned will be credited to an employee's vacation account on the last day of each complete month worked. Vacation may b e used only after accrual at rates outlined above. Vacation may be used at any time once accrued, and properly approved. Vacation may be used in advance of accrual, up to five (5) days, only aft.er submitting a written request to the Department Head and Town Administrator, and obtaining approval from both individuals. Any vacation pay received in advance of accrual shall be deducted-from an employee's final pay check, if separation from Town service, for any reason, occurs.

B. *CARRY-OVER/BUY-BACK* — Vacation may be exchanged for cash at the employee's current rate of pay at the end of each fiscal year, provided the following minimum use of vacation has occured in that fiscal year:

DEPARTMENT HEADS	ALL OTHER EMPLOYEES (Non-Union)
20 days	8 days

Vacation accrued in one fiscal year may be carried-over to a subsequent fiscal year up to five (5) days. Any "minimum" vacation not used as outlined above, will be forfeited.

C. *AT SEPARATION* — The Town will buy-back all accrued vacation at time of employee separation from Town service, for any cause. Vacation time will be bought-back at the employee's then current rate of pay.

D. *VACATION SCHEDULING* — Vacation will be requested, in writing at least one week prior to useage. Department Heads will be responsible for approving all requests for employees in their departments. The Town Administrator will be responsible for approving all requests for

Department Heads, except that a Department Head may take up to two consecutive vacation days, at any time, without further approval.

To the extent possible, Department Heads and the Town Administrator shall schedule and-approve vacation at such times during the year as will best serve the public interest.

E. *PART-TIME EMPLOYEES* — Permanent part-time employees shall accrue vacation at the same rates as above, but prorated in the same ratio as their average weekly hours in comparison to 35. Temporary and seasonal employees shall not accrue vacation.

10-5 *NON-OCCUPATIONAL SICK-LEAVE*

A. *PURPOSE* — Sick leave shall not be considered as a privilege which an employee may use at the employee's discretion, but shall be allowed only in case of actual sickness or disability of the employee, to meet dental appointments, to take physical examinations, or for other sickness prevention measures. Sick leave may be taken by any eligible employee unable to work due to pregnancy and conditions relating thereto, childbirth and recovery therefrom.

B. *ELIGIBILITY* — Sick leave shall be available to all permanent full-time and permanent part-time employees. Seasonal, temporary, provisional and emergency employees are not eligible for sick leave.

C. *USE AND AMOUNT* — An employee absent on account of illness or injury shall see to it that his/her supervisor is notified as soon as possible before the regular starting time of the work day. Failure to notify the supervisor may result in absence without pay or other disciplinary action. Sick leave may be taken in increments no smaller than one (1) hour.

D. *CERTIFICATION OF ILLNESS* — A request for authorization of sick leave must be completed on the day of return to work. Department Heads will authorize sick leave use For all employees in their departments and the Town Administrator will authorize sick leave use for all other employees as well as Department Heads. For sick leave in excess of three (3) work days, or if the Department Head suspects that the employee may be abusing sick leave, the Department Head may require a certificate From a physician appointed by the Town Administrator stating that such illness prevented the employee From working.

E. *SICK LEAVE ALLOWANCE* — A full-time employee shall accrue one (1) day per month of sick leave. Each employee's sick leave account shall be credited on the last day of each complete month of service. Sick leave may be accrued and carried-over to subsequent fiscal years without limit. Part-time employees shall accrue sick leave in the same ratio as their average weekly hours in comparison to

the category of work performed as defined in Section 5-4: Hours of Work. Temporary and seasonal employees shall not accrue sick leave.

F. *REPORTING* — Each Department Head shall file, on forms provided for such purpose, information regarding the accrual and taking of any and all leave, and shall remit same to the office of the Town Administrator.

G. *SEPARATION FROM TOWN SERVICE* — Upon separation from Town service for any reason except termination for cause, an employee or his heirs is eligible to receive sick-leave buy-back pay, equal to fifty-percent (50%) of all accrued sick leave credited to an employee's account, up to a maximum of 80 days pay. Those employees whose accrued sick leave exceeds one-hundred and sixty days (160) shall forfeit any accrued leave over said onehundred and sixty days (160). The buy-back rate shall be equal to the employee's current rate of pay at separation.

H. *ANNUAL DISPOSITION* — An employee may, in June of each year, dispose of accrued sick leave in the following manner:

1. *EXCHANGE FOR VACATION* — An employee may exchange his/her accrued sick leave for vacation days, at a rate of two sick days for each vacation day, up to a maximum of twenty (20) vacation days, (i.e. forty (40) sick days). In that event, all vacation days shall be credited to the employee's vacation account for the subsequent fiscal year, and shall be subject to the provisions of Section 10-4 of this By-Law. A request to exchange sick days for vacation days shall be made in writing and shall occur only after sick time is verified and the exchange noted in the employee's personnel file by the Personnel Director. In no event however, may an employee's sick leave account be less than forty (40) days.

2. *EXCHANGE FOR CASH* — An employee may exchange his/her accrued sick leave for cash at a rate of two (2) sick days for each days pay, up to a maximum of twenty (20) days pay (i.e. forty (4O) sick days). In that event, payment for the exchanged sick days, will be made on the next available payroll warrant. A request to exchange sick days shall be made in writing and shall occur only after sick time is verified and the exchange noted in the employee's personnel File by the Personnel Director. In no event however, may an employee's sick leave account be less than forty (40) days.

3. *SICK LEAVE POOL* — An employee may, at any time, transfer any number of his/her sick days to another employee, not to exceed five (5) days per year. Said transfer shall occur only after the receiving employee has exhausted all accrued sick leave of his/her own, and only after a written request has been filed by the transferring employee. The transfer request shall be verified by the Personnel Director and notation made in both employees' personnel files.

10-6 *OCCUPATIONAL SICK LEAVE* — An employee injured on the job must report the fact immediately to his supervisor. Injury leave, as distinguished from sick leave, shall mean paid leave given to an employee due to absence from duty caused by an accident, injury or occupational disease, that occured while the employee was engaged in the performance of his/her duties.

1. Most employees are covered by Workman's Compensation under State Statute, and are entitled to benefits under such statute. An injured employee may supplement payments from insurance by taking unused non-occupational sick leave credits so that he/she will receive full pay during such absence.

2. Any employee on occupational sick leave shall not work at any other job during the period of incapacitation. Violation shall result in discontinuance of any Town benefit and may result in dismissal.

3. During periods of incapacity, employees shall be subject to periodic medical examinations as a condition of continued pay, as directed by the Town Administrator. The purpose of these examinations is to secure periodic medical evaluations of the the particular employee.

10-7 *BEREAVEMENT LEAVE* — The purpose of bereavement leave is to enable an employee to take care of personal arrangements and problems caused by the death of a member of his/her immediate family and to relieve him/her of the concern over loss of earnings over five (5) regularly scheduled work days commencing with the date of death.

For the purpose of this section, the term "immediate family" shall mean and include the following: spouse, children, father, mother, foster parents, sister, brother, father-in-law, mother-in- law, grandparents, grandchildren and any relative living with the employee who is a member of the household.

10-8 *MILITARY LEAVE*

1. It is the employee's responsibility to notify his/her Department Head of the dates he/she is leaving for military service and to provide written proof from military or selective service officials to the Department Head indicating date of departure and length of service required. A copy of such proof will be filed with the Town Administrator.

2. An hourly employee in the military reserve or National Guard shall be paid the difference between total compensation received while on Reserve or Guard duty and regular compensation rates paid the employee by the department not to exceed seventeen (17) work days in any given twelve month period.

3. Salaried employees shall receive their regular pay, up to seventeen (17) days per fiscal year, during military Reserve or National Guard service. It is expected however, that a salaried employee will make-up the necessary military leave time, during that same fiscal year.

10-9 *JURY LEAVE*

1. Any employee summoned to jury duty will be excused from his or her work for the period necessary to perform jury duty. Each employee shall be paid regular wages for the first three days, or part thereof, of jury service.

2. Regular employment shall include part-time, temporary, and casual employment as long as the employment hours of a juror reasonably may be determined by a schedule or by custom and practice established during the three-month period preceding the term of service of each juror.

3. A salaried employee shall receive his/her regular pay for the entire period of jury duty.

4. An hourly employee shall receive his or her regular pay, less any compensation paid by the court for the period of jury duty after the first three (3) days.

10-10 *COURT TIME* — Any employee required to testify in court pursuant to the duties of his/her job, shall receive full compensation for all hours actually worked.

Any employee who is required to attend proceedings in court as a defendant, or as a witness, other than as part of their regular employment with the Town, shall do so in an unpaid status. A request for leave without pay shall First be made in accordance with Section 10-13 of this By-Law. An employee may also use vacation leave for this purpose.

10-11 *MATERNITY LEAVE* — Every female shall be entitled to maternity leave as provided for in MGL, Chapter 149, Section 105D, except that the first six (6) weeks of said leave shall be at the employee's regular rate of weekly compensation.

10-12 *PATERNITY LEAVE* — Every male employee shall be entitled to oneweek of paid paternity leave.

10-13 *LEAVE WITHOUT PAY* — Upon approval of the Town Administrator or designee, an employee may be granted leave without pay for a specified period of time. At the expiration of a leave without pay, the employee shall return to the position or to a similar position. Failure of the employee to report promptly at the expiration of such leave shall be considered a resignation. Leave without pay shall not constitute a break in service. However, during leave without pay, vacation and sick leave shall not accrue. Copies of any such approved leave shall be on record in the department and in the office of the Town Administrator.

10-14 *PERSONAL LEAVE*

A. An employee may be granted time off with pay to conduct

personal business provided such leave is approved in advance. All employees shall request approval, in writing, from the Department Head. All Department Heads shall request approval in writing from the Town Administrator. A copy of the request and approval/denial shall be-forwarded to the Town Administrator's office and placed in the employee's personnel File.

B. Such personal leave shall not exceed three (3) days in any one fiscal year and is not cumulative from year to year.

C. Employees donating blood, with the prior approval of their respective supervisors, may be granted leave up to three (3) hours for this purpose.

ARTICLE 11. CLOTHING ALLOWANCE

The Fire Chief, Deputy Chief, Building Inspector and all Department of Public works employees except the secretarial staff will receive a clothing allowance equal to #3O0 per year to be paid in December of each year or take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 5. To see if the Town will vote to appropriate the following sums of money or any other sums, as a supplemental appropriation to existing 1989 fiscal year budget, for the following purposes:

a) Selectmen's Consulting Services $23,000
b) Selectmen's Clerical 1,500
c) Data Processing Clerical 2,000
d) Fire Dept. Overtime 20,000
e) Unclassified — Employee Health Ins 98,000
f) Unclassified — Self-Selp Inc. 2,000
g) Unclassifed — Employee Fringe Benefits 10,000

and to determine whether the money shall be provided by taxation, by appropriation from available funds in the Treasury, or by borrowing under the provisions of Chapter 44 of the General Laws, or to take any other action relative thereto.

ARTICLE 6. To see if the Town will vote to appropriate a sum of money for the purpose of purchasing and installing new computer hardware and software for the Town, and to determine whether the money shall be provided by taxation, by appropriation from available funds in the treasury, or by borrowing under the provisions of Chapter 44 of the General Laws, or to take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 7. To see if the Town will vote to appropriate a sum of money, for the purpose of supplementing an existing appropriation to pay for the

cost of constructing an addition to the Police/Fire Station on Lothrop Street, as well as related expenses, and to determine whether the money shall be provided by taxation, by appropriation from available funds in the treasury or by borrowing under the provisions of Chapter 44 of the General Laws, or to take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 8. To see if the Town will vote to appropriate a sum of money for the purpose of supplementing an existing appropriation to pay for the cost of removing asbestos from various locations at the Town Office, and to determine whether the money shall be provided by taxation, by appropriation from available funds in the treasury or by borrowing under the provisions of Chapter 44 of the General Laws, or to take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 9. To see if the Town will vote to appropriate a sum of money for the purpose of installing groundwater quality monitoring wells near the Town landfill, in the vicinity of Howard and Prospect streets, and for appurtenances related thereto, and to determine whether the money shall be provided by taxation, by appropriation from available funds in the treasury or by borrowing under the provisions of Chapter 44 of the General Laws, or to take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 10. To see if the Town will vote to appropriate a sum of money for the purpose of paying bills from a prior fiscal year for the following purposes:

a) Dog Officer $297.53
b) Veterans Services 455.00
c) Special Education 1,440.53
d) DPW Salaries 307.56

and to determine whether the money shall be provided by taxation, by appropriation from available funds in the treasury, or by borrowing under the provisions of Chapter 44 of the General Laws, or to take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 11. To see if the Town will vote to appropriate a sum of money for the purpose of purchasing and equipping a one-ton dump truck for the DPW, and a reconditioned fork-lift for the DPW, and to determine whether the money shall be provided by taxation, by appropriation from available funds in the treasury, or by borrowing under the provisions of Chapter 44 of the General Laws, or to take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 12. To see if the Town will vote to accept the provisions of Chapter 236 of the Acts of 1987, amending General Laws Chapter 41, Section 81U, which permits Planning Boards, with the approval of the Board of Selectmen, to expend certain Subdivision Construction Deposits, made to secure the performance of obligations of Developers' relating to the construction of ways and installation of public utilities, without appropriation, if the total amount does not exceed the sum of $25,000, or to take any other action relative thereto.

Submitted by Planning and Zoning Board

ARTICLE I3. To see if the Town will vote to approve the creation of a Recreation Commission to consist of seven members, to be appointed bythe Board of Selectmen for varying terms of office, and to repeal any previous votes taken on the subject, or to take any other action relative thereto.

Submitted by Recreation Commission

ARTICLE 14. To see if the Town will vote to accept the provisions of Chapter 59, Section 57B of the General Laws, allowing the Tax Collector to issue a single bill for the full amount of a property tax, when that amount is for fifty dollars or less, and to rescind the vote accepting Chapter 59, Section 57A of the General Laws, or to take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 15. To see if the Town will vote to amend the General By-laws of the Town, by adding a new by-law to read as follows:

ARTICLE 34 — LIBRARY TRUSTEES

SECTION 1. Name and authorization

This organization shall be called "The Board of Trustees of the Easton Public Library," existing by virtue of the provisions of Ch. 78 Section" 10-13 21 of the General Laws of Massachusetts, and exercising the powers and authority and assuming the responsibilities delegated to it under the said statute.

SECTION 2. Trustees

A. Number and qualifications

The governing body of the library is composed of six members appointed by the Town Administrator.

B. Term of Office

The term of office of members of the Board of Trustees shall be for three years. When such a board is first chosen, one third thereof shall be appointed for one year, one third for two years, and one

third for three years. Thereafter one third shall be appointed annually for a term of three years.

C. Resignations

Any member of the Board of Trustees may resign by written notice filed with the Board of Selectmen of the Town of Easton, and with the Chairman or Secretary of the Board.

D. Vacancies

In the event of a vacancy or vacancies on the Board of Trustees prior to the end of the individual(s) term(s) of office, the Trustees shall recommend to the Board of Selectmen the names of acceptable replacements. The Trustees may suggest a single name or multiple names as they deem fit. Such appointments shall be valid until the next town election when any remaining portion of a term shall be filled through election.

SECTION 3. Officers

A. Offices

The officers of the Easton Library shall be a Chairman, a Vice Chairman and a Secretary. The officers shall not be elected to more than two successive terms.

The Chairman, Vice Chairman and secretary shall be elected by the Board of Easton Public Library at the Annual Meeting of the Board. They shall hold office until the next Annual Meeting of the Board and until their respective successors are elected.

B. Duties of the Chairman

To serve as presiding member of all meetings of the Easton Public Library Board.

To call special meetings of the Easton Public Library Board.

To serve ex-officio as a member of all committees of the Easton Public Library Board and to preside at all meetings of such committees which he attends.

C. Duties of the Vice-Chairman

To perform the duties of the Chairman of the Easton Public Library Board at the request of the Chair or in the Chair's absense.

D. Duties of the Secretary.

To keep a true and accurate record of all meetings of the Board, to issue and post due notice of all regular and special meetings and perform such other duties as are generally associated with that office.

SECTION 4. Library Director and Staff

The Board shall appoint a qualified library director who shall be the executive and administrator of the library on behalf of the Board, under its review and direction. The director shall recommend to the Board the appointment and specify the duties of other employees and shall be held responsible for the proper direction and supervision of the staff, for the care and maintenance of library property, for an adequate and proper selection of books and efficiency of library service and to the public for its financial operation within the limitations of the budgeted appropriation. In case of part-time or temporary employees, the director shall have interim authority to appoint without approval of the Board provided that any such appointment shall be reported to the Board at its next regular meeting. The library director shall attend all duly constituted Board meetings.

SECTION 5. Committees

A. Standing Committees shall be established as follows:

—Art Committee. The duties of the Art Committee shall be to advise the Trustees on matters affecting art objects held by the Library. Under authorization of the Trustees, the Committee may give needed care to those objects.

—Building and Grounds Committee. The duties of the Building and Grounds Committee shall be to advise the Trustees on matters affecting the physical plant of the Library.

—Program Committee. The duties of the Program Committee shall be to advise the Trustees on programs and special events under consideration for implementation by the Librrary.

B. The Chairman shall appoint committees of one or more members each for such specific purposes as the business of the Board may require from time to time. The committee Shall be considered to be discharged upon completion of the purpose for which it was appointed and after the final report is made to the Board.

C. All committees shall make a progress report to the Library Board at each of its meetings.

D. No committee will have other than advisory powers unless, by suitable action of the Board it is granted specific power to act.

SECTION 6. Meetings

A. The Library Board shall meet on the 1st Thursday of each month at 7 P.M. o'clock at Easton Library or at the place designated at the preceding meeting. The first meeting after town elections shall be the annual meeting.

B. Open Meeting Law. All meetings of the Trustees shall be subject to the Commonwealth's Open Meeting Law, as elaborattd in Mass. General Laws Ch. 39 5 23A-23C. In particular, all meetings are open to the public unless held in excecutive session under terms of the law, a notice of all meetings except in case of emergency, fill be filed with the town clerk at least 48 hours before hand and a copy of the notice will be posted in the clerk's office. Further, all records or minutes of meetings will be available for public inspection.

C. Special meetings of the Board of Trustees may be called by the chairman, or upon written request of three (3) members, for the transaction of business as stated in the meeting request. Notice stating the time and place of any special meeting and the purpose for which called shall be posted as required by the Commonwealth's Open Meeting Law and given to each member of the Board of Trustees or Executive Committee at least three (3) days in advance of the meeting.

D. A quorum for transaction of business shall consist of a simple majority.

E. Order of Business at regular meetings shall be:

1. Call to order
2. Roll call
3. Adoption/amendment to agenda
4. Approval of minutes of previous meeting
5. Committee Reports
6. Financial report
7. Correspondence
8. Chairman's report
9. Director's report
10. Old Business
11. New Business, Policy Review and Member Education
12. Adjournment

SECTION 7. Duties of the Board of Trustees

A. Engage in ongoing planning process which assesses the needs of the library and the role of the library in the community; and ensure that the library devalorn to meet those needs.

B. Select, appoint and regularly evaluate a competent library director.

C. Prepare a written employment contract for the Librarian, detailing the basic conditions of employment as provided by Mass. General Laws,Ch.78 s34.

D. The Trustees shall establish a written policy for the selection of library materials and the use of the library materials and facilities which is in accord with the current standards of the American Library Association, as provided for by Mass. General Laws, Ch. 78 33.

E. Determine the policy of the library and maintain a written record thereof.

F. Advise in the preparation of the budget, approve it, and secure adequate funds to finance the approved budget.

G. Through the library director, supervise and maintain buildings and grounds, as well as regularly review various physical and building needs to see that they meet the requirements of the total library program.

H. Attend meetings with municipal finance and Administrative boards.

I. Speak and act as an advocate for libraries in the community and maintain vital public relations.

J. Study and support legislation which will bring about the greatest good to the greatest number of libraries.

SECTION 8. Collective Authority of the Board

All decisions of the Board are made by the Board as a collective body. No individual members may make decisions or act for the Board unless spacifically authorized to do so by a vote of the membership of the Board.

SECTION 9. Parliamentary Rules

Except as provided for by these by-laws, the current edition of Robert's Rules of Order shall govern.

SECTION 10. Amendments

These bylaws may be amended at any regular meeting of the Board with a quorum present, by a majority vote of the members present, provided the amendment was stated at the preceding meeting (or, "was sent to the members at least 30 days prior to the meeting"), and to authorize the filing of legislation to create a Board of Library Trustees, or to take any othor action relative thereto.

Submitted by Library Study Committee

ARTICLE 16. To see if the Town will vote to accept a gift of land from Stonehill College, on which to build a Town library, or to take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 17. To see if the Town will vote to appropriate a sum of money to cover the costs of Architectural designing services, construction of a library building, and originally equipping said structure, and expenses therefor, and

to authorize the application by the Library Trustees for any available Federal or State grant assistance, and the expenditure of any such funds in connection with said Library Project, and to determine whether the money shall be provided by taxation, by appropriation from available funds in the treasury, or by borrowing under the provisions of Chapter 44 of the General Laws, or to take any other action relative thereto.

Submitted by Library Study Committee

ARTICLE 18. To see if the Town will vote to authorize the Board of Selectmen acting for and in behalf of the Town, to sell a parcel of land situated southerly of Depot St., as shown on Assessor's U45, Plot 48, upon such terms and conditions deemed to be in the best interests of the Town, or to take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 19. To see if the Town will vote to amend the General By-laws Article 3 Financial Affairs, by adding a new "Section 5: Interest on Charges and Bills. Due dates shall be established for the payment of municipal charges and bills. Interest thereon shall accrue if such charges remain unpaid after such due date. The rate of interest shall not exceed the rate at which interest may be charged on tax bills under the provisions of Section 57 of Chapter 59 of the General Laws," or to take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 20. To see if the Town will vote to accept the non- binding reports of the Planning and Zoning Board concerning its recommendations in regard to the proposed amendsients of the Zoning By-law to be voted on under Article 21, or to take any other action relative thereto.

Submitted by Planning and Zoning Board

ARTICLE 21. To see if the Town will vote to accept the proposed amendment of the Town of Easton Zoning By-law by:

In SECTION II, DEFINITIONS, delete the definition of LOT, WIDTH in its entirety and insert in place thereof the following new definition:

"LOT, WIDTH: The horizontal distance between the side lot lines. The width of any lot shall be no less than the minimum ot frontage dimension, as provided in Section VI, for a distance of 200' measured at a 900 angle from the front of the lot." or to take any other action relative thereto.

Submitted by Planning and Zoning Board

ARTICLE 22. To see if the Town will vote to authorize the Board of Selectmen to convey to abutting landowners that portion of the former layout of Old Foundry Street adjacent to 661 Foundry Street, 1 Old Foundry Street, and 7 Old Foundry Street, as shown on a plan entitled "Intersection

Improvement Plan", which land was abandoned for roadway purposes by the relocation of the Old Foundry Street/Foundry Street intersection, upon such terms and conditions as the Board of Selectmen deem to be in the best interest of the Town and said Board of Selectmen are further authorized to enter into purchase and sale and other agreements necessary to carry out the conveyances, or to take any other action relative thereto.

Submitted by Planning and Zoning Board

ARTICLE 23. To see if the Town will vote to accept an easement granted to the Town by the Town of Norton, for the purpose of installing water mains, and more particularly described as follows:

A certain parcel of land is situated by the Easton Town Line on Dean and Soward streets, containing 24,262 square feet and being shown as Lincoln Street and Lincoln Street Extension on a plan entitled, "Plan of Easement in Norton, HA prepared for the Town of Easton, scale 1" = 40 ft., dated March 16, 1988 by Hayward-Boynton and Williams, Inc." to be recorded herewith at the Bristol County Northern Registry of Deeds and bounded and described as follows:

Beginning at a point, said point being on the approximate Town line on the easterly side of said Howard Street and being N 79-30- 58 in, a distance of 379.07 feet from a drill hole in a town line bound of Easton, Norton and Taunton as shown on said plan, and and being the easterly point of the herein described parcel.

Thence: by the westerly side of land owned by the Commonwealth of Massachusetts, Division of Fish and Game, and David E. and Jean P. Poskitt, the following two courses: S 31-51-18 in, a distance of 5.98 feet to a point; By a stone wall and the extension thereof, 552-05-07, a distance of 426.41 feet to a point;

Thence: N37-54-53 in, a distance of 44.19 ft. to a point of land owned by Wayne L. and Janet G. Eckstrom;

Thence: by a stonewall on the northeasterly side of land owned by said Eckstrom, the following six courses: N 24-32-42-in, a distance of 41.16 ft. to a point; N 37-22-13 in, a distance of 42.10 feet to a point; N 26-37-56 in, a distance of 29.26 ft. to a point; N 31-56-07 in, a distance of 57.64 feet to a point; N 29-22-51 in, a distance of 70.66 feet to a point; n 36-11-50 in, a distance of 142.16 ft. to a point at the approximate Town line at said Dean Street;

Thence: by the approximate Town line, S 79-30-58 E, a distance of 42.48 ft. to a point at land owned by the Town of Easton;

Thence: S 35-35-30 E, a distance of 44.89 ft. to a point of land owned by Kenneth and Jean M. Griffin; Thence: by the southwesterly side of land owned by said Griffin, S 32-24-04 E, a distance of 317.00 ft. to a point; Thence: by the southeasterly side of land owned by said Griffin and other land owned by Kenneth T. Griffin, by a stonewall and the extension thereof, N 51-26-56 E, a distance of 305.70 ft. to a drill hole in said stonewall; Thence: by

the southerly side of land owned by said Griffin by a stonewall, N 46-12-56 E, a distance of 40.13 ft. to a drill hole at the approximate Town line on the westerly side of said Soward Street; Thence: by the southerly end of said Howard St. and the approximate Town line, S 79-30-58 E, a distance of 50.27 ft. to a point on the easterly side of Howard St. at land owned by said Commonwealth of Massachusetts, Division of Fish and Game, and the point of beginning.

or to take any other action relative thereto.

Submitted by Board of Selectmen

ARTICLE 24. To see if the Town will vote to amend Section 10-3 (Business Districts and Industriai Districts) of the Zoning By-law by adding the following new Sub-section 7:

Sub-Section 7:

(a) The Board of Appeals may by Special Permit authorize in Business and Industrial Districts one ground sign which exceeds IOO square feet in area (as defined in Section 10-3 (3), situated in Malls, Plazas, or other such shopping centers, if such increase in size is reasonably needed because of its location or the size of its business area, and otherwise complies with the requirements of section 12-7 (Special Permits) of the Zoning By-law.

(b) The Board of Appeals may by Special Permit authorize in Business and Industrial Districts one additional ground sign, situated in Nalls, Plazas, or other such shopping centers, if it is reasonably needed because of the location or size of the business area, and such issuance of a Special Permit otherwise complies with the requirements of Section 12-7 (Special Permits) of the Zoning By-law,

or to take any other action relative thereto.

Submitted by Petition

ARTICLE 25. To see if the Town will vote to transfer the care, custody, management and control of certain tax title land, it being no longer needed for any other municipal purposes, from the Board of Selectmen to the Conservation Commission for conservation purposes under the provisions of General Laws, Ch. 40, a. Sc as it may hereafter be amended and of Amendment Article 49 of the has. Constitution to be managed and controlled by the Conservation Commission of the Town of Easton for the promotion and development of the natural resources and for the protection of the watershed resources of said Town, purported to have been owned by Alice F. Lincoln as shown on Assessors map RI8-I04 consisting of I3 acres, more or less, and more particularly described as Parcel No. 2 of the deed recorded in Book 166, page 480 at the Bristol County Northern District Registry of Deeds, or take any other action relative thereto.

Submitted by Conservation Commission

ARTICLE 26. To see if the Town will vote to accept Daniel Drive as a public way from Station 0+00 to Station 4+71.55 as shown on a Plan of land entitled "Bay Village" in Easton, NA., by dated 10/29/79; 5/27/80 and approved by the Planning and Zoning Board on 8/27/80 and recorded in the Bristol County Northern District Registry of Deeds, Plan Book Pages . The acceptance of said street is contingent upon the owner of said street conveying the deed to the land by way of "Deed of Gift" to the Town within sixty (60) days of the yotQ of such acceptance. The Deed shall contain a complete description of the road and-all easements pertaining thereto. The Deed is to be deposited at the Board of Selectmen's Office with an as-built/acceptance plan of said land, acceptable to the Planning and Zoning Board, Department of Public Works and Town Counsel, suitable for recording at the Bristol County Northern District Registry of Deeds, together with a payment to the Town covering all recording fees and costs of such instruments at the Registry.

Submitted by Petition

ARTICLE 27. To transact any other business that may legally come before said meeting.

You are directed to serve this Warrant by posting attested copies thereof one at each meeting house and post office in said Town, and one at the Oliver Ames High School Auditorium and one in said Town offices, fourteen days at least before the time of holding said meeting.

Given under our hands this 24th day of October in the year of Our Lord Nineteen Hundred and Eighty-eight.

Board of Selectmen

SPECIAL TOWN MEETING

Monday, November 14, 1988

Moderator Richard C. Dailey called the second Special Town Meeting of 1988 to order with a quorum present at 8:00 p.m.

The following non-voters were allowed into the hall: Anne Carney, Assistant Assessor; Howard Shaevitz, Director DPW; Cynthia Curry, Collector-Treasurer; Colleen Welch, Asst. Health Officer; Library Consultants William Ames, Library Committee, Melissa Bennett and Anthony Tappe, Tappe and Associates, Architects; Robert A. Ciavarra regarding Article 26 Daniel Drive; Eric Davis regarding Computer article; Bethann Grabelsky, Editor, Easton Bulletin; William Burke and Jeffrey Wallach, Continental Cablevision; Marcus Baptiste and Scot Freitas, microphone carriers.

ARTICLE 1. VOTED to accept the provisions of Chapter 73, Section 1 of the Acts of 1986 amending MGL, Chapter 59, Section 5, adding clause 17D, which provides for an exemption from real estate taxation of $175 for certain qualifying spouses, a minor whose parents are deceased, or persons over the age of 70. UNANIMOUS VOTE.

ARTICLE 2. VOTED to accept the provisions of Chapter 73, Section 3, of the Acts of 1986 amending MGL, Chapter 59, Section 5, adding Clause 41C, which provides for an exemption from real estate taxation of $500 for certain qualifying persons over the age of 70. UNANIMOUS VOTE.

ARTICLE 3. DISMISSED.

ARTICLE 4. VOTED to amend the General By-Laws of the Town, by deleting Article 14, Personnel Administration, in its entirety, and substituting therefore, the following: "Article 14, Personnel By-Law": (Amended) and further to appropriate by transfer from Free Cash, the sum of $10,000 to pay the cost of implementing the new By-Law. (See text at end of report.) UNANIMOUS VOTE AS AMENDED. (Atty. Gen. Approval Not Required)

ARTICLE 5. VOTED to appropriate the sum of $146,500 by transferring from Overlay Surplus the sum of $98,000, by transferring from Free Cash the sum of $33,500 and by transferring $15,000 from the unexpended portion of Article 15, of the 1984 Annual Town Meeting, as a supplemental appropriation to existing 1989 Fiscal Year Budget, for the following purposes:

Selectmen's Consulting Services	$23,000.
Selectmen's Clerical	1,500.
Data Processing Clerical	2,000.
Fire Dept. Overtime	20,000.
Unclassified — Employee Health Ins	98,000.
Unclassified — Self-Help Inc	2,000.
Total	$146,500.

ARTICLE 6. VOTED to appropriate the sum of $185,000 by transferring

$100,000 from Stabilization, by transferring $15,000 from Free Cash and by Raising by Taxation the sum of $70,000 for the purpose of purchasing and installing new computer hardware and software for the Town. UNANIMOUS VOTE.

ARTICLE 7. VOTED to raise by taxation and appropriate the sum of $145, 000 for the purpose of supplementing an existing appropriation to pay for the cost of constructing an addition to the Police/Fire Station on Lothrop Street, as well as related expenses. UNANIMOUS VOTE.

ARTICLE 8. VOTED to transfer from Free Cash the sum of $20,000 for the purpose of supplementing an existing appropriation to pay for the cost of removing asbestos from various locations at the Town Office.

ARTICLE 9. VOTED to appropriate the sum of $28,500 by transferring $8,500 from the unexpended portion of Article 14, of the April 9, 1984 Annual Town Meeting and $20,000 from the unexpended portion of Article 15 of the April 9, 1984 Annual Town Meeting, for the purpose of installing groundwater quality monitoring wells near the Town landfill, in the vicinity of Howard and prospect Streets, and for appurtenances related thereto. UNANIMOUS VOTE.

ARTICLE 10. VOTED to appropriate by transfer from Free Cash the sum of $2,500.62 for the purpose of paying bills incurred in a prior Fiscal Year as follows: UNANIMOUS VOTE.

Dog Officer	$297.53
Veterans Services	455.00
Special Education	1,440.53
DPW Salaries	307.56
Total	$2,500.62

ARTICLE 11. VOTED to appropriate the sum of $28,590 by transferring $5,709 from Free Cash, and by transferring $22,881 from the unexpended portion of Article 5 of the April 19, 1984 Annual Town Meeting, for the purpose of purchasing and equipping a one-ton dump truck for the DPW, and a reconditioned fork-lift for the DPW. UNANIMOUS VOTE.

ARTICLE 12. VOTED to accept the provisions of Chapter 236 of the Acts of 1987, amending General Laws Chapter 41, Section 81U, which permits Planning Boards, with the approval of the Board of Selectmen, to expend certain Subdivision Construction Deposits, made to secure the performance of obligations of Developer's relating to the construction of ways and installation of public utilities, without appropriation, if the total amount does not exceed the sum of $25,000. UNANIMOUS VOTE.

ARTICLE 13. VOTED to rescind the vote under Article 4 of the Warrent for the Special Town Meeting of June 20, 1960, creating a Recreation Commission of 3 members, or any other such vote pertaining to the Recreation Commission, and vote to approve the Establishment of a Recreation

Commission consisting of 7 members, to be appointed by the Board of Selectmen, two of whom shall serve for one year, two of whom shall serve for two year terms, and three of whom 'to serve for three year terms, with such Commission to supervise such recreational activities of the Town as shall be assigned to it by the Board of Selectmen. UNANIMOUS VOTE.

ARTICLE 14. VOTED to rescind the vote accepting MGL Chapter 59, Section 57A and in place thereof accept the provisions of MGL, Chapter 59, Section 57B, allowing the Tax Collector to issue a single bill for the full amount of a property tax, when that amount is for fifty dollars or less. UNANIMOUS VOTE.

ARTICLE 15. VOTED to amend the General By-Laws of the Town, by adding a new By-Law to read as follows: (Amended)

ARTICLE 35 — LIBRARY TRUSTEES

SECTION 1. Name and Organization

This organization shall be called "The Board of Trustees of the Easton Public Library", existing by virtue of the provisions of Chapter 78 Section 10-13, 21 of the General Laws of Massachusetts, and exercising the powers and authority and assuming the responsiblities delegated to- it under the said statue.

SECTION 2. Trustees

A. Number and qualifications

The governing body of the library is composed of six members appointed by the Board of Selectmen.

B. Term of Office

The term of office of members of the Board of Trustees shall be for three years. When such a board is first chosen, one third thereof shall be appointed for one year, one third for two years, and one third for three years. Thereafter one-third shall be appointed annually for a term of three years.

C. Resignations

Any member of the Board of Trustees may resign by written notice filed with the Board of Selectmen of the Town of Easton, and with the Chairman or Secretary of the Board of Trustees.

D. Vacancies

In the event of a vacancy or vacancies on the Board of Trustees prior to the end of the individual(s) term(s) of office, the Trustees shall recommend to the Board of Selectmen the names of acceptable replacements. The Trustees may suggest a single name or multiple names as they deem fit.

Such appointments shall be valid until the next town election when any remaining portion of a term shall be filled through election.

SECTION 3. Officers

A. Offices

The officers of the Easton Library shall be a Chairman, a Vice-Chairman and a Secretary. The officers shall not be elected to more than two successive terms.

The Chairman, Vice-Chairman and Secretary shall be elected by the Board of Easton Public Library at the Annual Meeting of the Board. They shall hold office until the next Annual Meeting of the Board and until their respective successors are elected.

B. Duties of the Chairman

To serve as presiding member of all meetings of the Easton Public Libarary Board.

To call special meetings of the Easton Public Library Board.

To serve ex-officio as a member of all committees of the Easton Public Library Board and to preside at all meetings of such committees which he attends.

C. Duties of the Vice-Chairman

To perform the duties of the Chairman of the Easton Public Library Board at the request of the Chair or in the Chair's absense.

D. Duties of the Secretary

To keep a true and accurate record of all meetings of the Board, to issue and post due notice of all regular and special meetings and perform such other duties as are generally associated with that office.

SECTION 4. Library Director and Staff

The Town Administrator, in consultation with the Board of Library Trustees, shall appoint a Library Director, and all other Library employees, in accordance with the provisions of the Charter, and General By-Laws. The Library Director, so appointed, shall be responsible for the proper direction and supervision of all staff, for the care and maintenance of Library property, for an adequate and proper selection of books, and other Library materials in keeping with the stated policy of the Board, for the efficiency of Library service, to the public, and for its financial operation within the limits of the budgeted appropriation. The Library Director shall attend all meetings of the Board of Library Trustees, unless excused.

SECTION 5. Committees

A. Standing Committees shall be established as follows:

—Art Committee. The duties of the Art Committee shall be to advise the Trustees on matters affecting art objects held by the Library. Under authorization of the Trustees, the Committee may give needed care to those objects.

—Building and Grounds Committee. The duties of the Building and Grounds Committee shall be to advise the Trustees on matters affecting the physical plant of the Library.

—Program Committee. The duties of the Program Committee shall be to advise the Trustees on programs and special events under consideration for implementation by the Library.

B. The Chairman shall appoint committees of one or more members each for such specific purposes as the business of the Board may require from time to time. The committee shall be considered to be discharged upon completion of the purpose for which it was appointed and after the final report is made to the Board.

C. All committees shall make a progress report to the Library Board at each of its meetings.

D. No committee will have other than advisory powers unless, by suitable action of the Board it is granted specific power to act.

SECTION 6. Meetings

A. The Library Board shall meet regularly on a monthly basis.

B. Open Meeting Law. All meetings of the Trustees shall be subject to the Commonwealth's Open Meeting Law, as elaborated in Mass. General Laws Chapter 39, sections 23A-23C. In particular, all meetings are open to the public unless held in executive session under terms of the law, a notice of all meetings except in case of emergency, will be filed with the Town Clerk at least 48 hours before hand and a copy of the notice will be posted in the Clerk's office. Further, all records or minutes of meetings will be available for inspection at the Town Clerk's Office.

C. Special meetings of the Board of Trustees may be called by the Chairman, or upon written request of three (3) members, for the transaction of business as stated in the meeting request. Notice stating the time and place of any special meeting and the purpose for which called shall be posted as required by the Commonwealth's Open Meeting Law and given to each member of the Board of Trustees or Executive Committee at least three (3) days in advance of the meeting.

D. A quorum for transaction of business shall consist of a simple majority.

E. Order of Business at regular meetings shall be:
1. Call to order
2. Roll Call
3. Adoption/amendment to agenda
4. Approval of minutes of previous meeting

5. Committee Reports
6. Financial Report
7. Correspondence
8. Chairmans Report
9. Directors Report
10. Old Business
11. New Business, Policy Review and Member Education
12. Adjournment

SECTION 7. Duties of the Board of Trustees

A. Engage in ongoing planning process which assesses the needs of the library and the role of the library in the community; and ensure that the library develops to meet those needs.

B. Select, appoint and regularly evaluate a competent library director.

C. Prepare a written employment contract for the Librarian, detailing the basic conditions of employment as provided by Mass. General Laws, Ch. 78, section 34.

D. The Trustees shall establish a written policy for the selection of library materials and the use of the library materials and facilities which is in accord with the current standards of the American Library Association, as provided for by Mass. General Laws, Ch. 78, sec. 33.

E. Determine the policy of the library and maintain a written record thereof.

F. Advise in the preparation of the budget, approve it, and secure adequate funds to finance the approved budget.

G. Through the library director, supervise and maintain buildings and grounds, as well as regularly review various physical and building needs to see that they meet the requirements of the total libarary program.

H. Attend meetings with municipal finance and administrative boards.

I. Speak and act as an advocate for libraries in the community and maintain vital public relations.

J. Study and support legislation which will bring about the greatest good to the greatest number of libraries.

SECTION 8. Collective Authority of the Board

All decisions of the Board are made by the Board as a collective body. No individual members may make decisions or act for the Baord unless specifically authorized to do so by a vote of the membership of the Board.

SECTION 9. Parliamentary Rules

Except as provided for by these by-laws, the current edition of Robert's Rules of Order shall govern.

SECTION 10. Amendments

These by-laws may be amended at any regular meeting of the Board with a quorum present, by a majority vote of the members present, provided the amendment was stated at the preceding meeting (or, "was sent to the members at least 30 days prior to the meeting").

And further, to authorize the filing of legislation to create a Board of Library Trustees. UNANIMOUS VOTE AS AMENDED. (Art. 15 DISAPPROVED by Atty. Gen. 12-23-88)

ARTICLE 16. VOTED to accept a gift of land from Stonehill College as identified on a Plan of Land described as follows:

DESCRIPTION OF LAND
IN EASTON, MASSACHUSETTS

A certain parcel of Land, Lot 1, located on the westerly side of Washington Street in Easton, Massachusetts, owned by Stonehill College, Inc. and containing 7.5 acres is bounded and described as follows:

Beginning at a point, said point being on the westerly side of said Washington Street and being the northeasterly corner of the South Easton Cemetary, and being N 15-39-06 W, a distance of 2.53' from a Mass. Highway bound also on the westerly side of said Washington Street, and said point being the southeasterly corner of the herein described parcel.

Thence: By the northerly side of said South Easton Cemetary, the following 4 courses:
S 77-30-35 W, a distance of 438.75' to a stone post;
S 14-41-29 E, a distance of 7.53' to a stone post;
N 86-11-59 W, a distance of 435.37' to a stone post;
N 86-03-59 W, a distance of 107.03' to a point;

Thence: By the easterly side of Lot 1, N 0 - 2-25 E, a distance of 327.09' to a point in a southerly side of land owned by the Town of Easton;

Thence: By the southerly side of land owned by said Town of Easton, S 86-07-35 E, a distance of 346.86 to a concrete bound;

Thence: Still by the southerly side of land owned by said Town of Easton, N 73-37-34 E, a distance of 515.75' to a point on the westerly side of said Washington Street;.

Thence: By the westerly sideline of said Washington Street, in a southerly direction, by a curve to the left, the radius of which is 1326.79, a length of 79.40' to a Mass. Highway bound;

Thence: Still by the westerly sideline of said Washington Street. S. 15-39-06 E. A distance of 317.03' to a point at said South Easton Cemetary and the point of the beginning.

DESCRIPTION OF LAND
IN EASTON, MASSACHUSETTS

A certain parcel of land, Lot 2, located off the westerly side of Washington Street in Easton, Massachusetts, owned by Stonehill College, Inc., and containing 2.93 acres, is bounded and described as follows:

Beginning at a point, said point being off the westerly side of said Washington Street on the northerly side of the South Easton Cemetary, and being N 86-03-59 W, a distance of 107.03' from a stone post on the southerly side of Lot 1, and said point being the southeasterly corner of the herein described parcel.

Thence: by the northerly side of said South Easton Cemetary land, N 86-03-59 W, a distance of 396.55' to a point;

Thence: Still by the northerly side of South Easton Cemetary Land, N 85-45-59 W, a distance of 47.81' to an iron pipe at land owned by the Town of Easton;

Thence: By land of said Town of Easton, the following four courses:

N 26-46-43 E, a distance of 192.53' to concrete bound;
N 16-23-25 E, a distance of 173.41' to a concrete post;
S 81-17-35 E, a distance of 240.51' to a point;
S 86-07-35 E, a distance of 92.19 to a point at Lot 1;

Thence: By the northwesterly side of said Lot 1, S 03-52-25 W, a distance of 327.09' to a point on the northerly side of said South Easton Cemetary land and the point of the beginning. UNANIMOUS VOTE.

ARTICLE 17. VOTED to transfer from Free Cash, the sum of $154,214 to cover the costs of Architectural designing services, construction of a library building, and originally equipping said structure, and expenses therefor, and to authorize the Application for Grant monies for the construction of a Town Library and all related expenses, and to authorize the expenditure of said Grant monies without, further appropriation. UNANIMOUS VOTE.

ARTICLE 18. DISMISSED.

ARTICLE 19. VOTED to amend the General By-Laws, Article 3, Financial Affairs, by adding a new "Section 5: Interest on Charges and Bills. Due dates shall be established for the payment of municipal charges and bills. Interest thereon shall accrue if such charges remain unpaid after such due date. The rate of interest shall not exceed the rate at which interest may be charged on tax bills under the provisions of Section .57 of Chapter 59 of the General Laws." (Approved by Atty. Gen. 12-23-88)

ARTICLE 20. The original vote was to Dismiss this article. After a reconsideration vote was taken, it was voted to TABLE the article.

ARTICLE 21. DISMISSED.

ARTICLE 22. VOTED to authorize the Board of Selectmen to convey to abutting landowners that portion of the former layout of Old Foundry Street adjacent to 661 Foundry Street, 1 Old Foundry Street, 7 Old Foundry Street

and 659 Foundry Street, as shown on a plan entitled "Intersection Improvement Plan", which land was abandoned for roadway purposes by the relocation of the Old Foundry Street/Foundry Street intersection, upon such terms and conditions as the Board of Selectmen deem to be in the best interest of the Town and said Board of Selectmen are further authorized to enter into purchase and sale and other agreements necessary to carry out the conveyances. UNANIMOUS VOTE as Amended.

ARTICLE 23. VOTED to accept an easement granted by the Town of Norton, for the purpose of installing water mains, as described in the Warrant. UNANIMOUS VOTE.

ARTICLE 24. TABLED.

ARTICLE 25. TABLED.

ARTICLE 26. VOTED to accept Daniel Drive as a public way from Station 000 to Station 471.55 as shown on a Plan of land- entitled "Bay Village" in Easton, MA., dated 10/29/79; 5/27/80 and approved by the Planning and Zoning Board on 8/27/80 and duly recorded in the Bristol County Northern District Registry of Deeds.

The acceptance of said street is contingent upon the owner of said street conveying the deed to the land by way of "Deed of Gift" to the Town within sixty (60) days of the vote of such acceptance. The Deed shall contain a complete description of the road and all easements pertaining thereto. The Deed is to be deposited at the Board of Selectmen's Office with an as-built/acceptance plan of said land, acceptable to the Planning and Zoning Board, Department of Public Works and Town Counsel, suitable for recording at the Bristol County Northern District Registry of Deeds, together with a payment to the Town covering all recording fees and costs of such instruments at the Registry. UNANIMOUS VOTE As Amended.

At 9:30 p.m. it was voted to ADJOURN to Monday, December 5 at 8:00 p.m. in the Oliver Ames High School Auditorium. Total voters present — 288.

A true copy. Attest:
Esther C. Anderson, C.M.C.
Town Clerk

NOTICE OF ADJOURNED SPECIAL TOWN MEETING

TOWN OF EASTON
COMMONWEALTH OF MASSACHUSETTS
November 17, 1988

Be it known that the Special Town Meeting held Monday, November 14, 1988 was duly adjourned to:

MONDAY, December 5, 1988, at EIGHT O'CLOCK P.M.

in the Oliver Ames High School Auditorium to see what action the Town will take in respect to:

ARTICLES 20, 24 AND 25, inclusive

and any and all matters that may legally come before the meeting.

Esther C. Anderson, C.M.C.
Town Clerk

ADJOURNED SPECIAL TOWN MEETING
Monday, December 5, 1988

At 8: 25 p.m., there being no quorum present, it was VOTED to DISSOLVE the Special Town Meeting.

A True Record. Attest:
Esther C. Anderson, C.M.C.
Town Clerk

THE COMMONWEALTH OF MASSACHUSETTS
MICHAEL JOSEPH CONNOLLY, SECRETARY

TOWN OF EASTON

WARRANT FOR PRESIDENTIAL PRIMARY

Bristol, ss.

To either of the Constables of the Town of Easton, GREETINGS:

In the name of the Commonwealth you are hereby required to notify and warn the inhabitants of Easton who are qualified to vote in Primaries to vote at:

Precinct 1 — Easton Jr. High School Gynmasium, Columbus Avenue
Precinct 2 — Easton Jr. High School Gynmasium, Columbus Avenue
Precinct 3 — Easton Center School, Depot Street
Precinct 4 — Knights of Columbus Hall, Foundry Street, Rte. 106
Precinct 5 — Easton Baptist Church, Bay Road and Rockland Street

TUESDAY THE EITHTH DAY OF MARCH, 1988

from 7:00 a.m. to 8:00 p.m. for the following purpose:

To cast their votes in the Presidential Primary for the candidates of political parties for the following offices:

PRESIDENTIAL PREFERENCE .....For this Commonwealth
STATE COMMITTEE MAN .....Norfolk And Bristol Senatorial District
STATE COMMITTEE WOMAN.....Norfolk And Bristol Senatorial District
TOWN COMMITTEES.....Town of Easton

The polls will be open from 7:00 a.m. to 8:00 p.m.

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said meeting.

Given under our hands this 22nd day of February, A.D. 1988.

John J. Kent
William D. Hardin
James D. Mullen, Jr.
William E. Morgan
Richard B. Lane
Selectmen of Easton

BRISTOL, ss. EASTON, MASS. 2/25/88
BY VIRTUE HEREOF AND AS WITHIN DIRECTED, I HAVE THIS DAY POSTED ATTESTED COPIES OF THIS WARRANT.

Roger T. McGloin
Constable of Easton

PRESIDENTIAL PRIMARY

MARCH 8, 1988

In accordance with the Warrant, the voters of the Town met at their respective polling places on Tuesday, March 8, 1988. The polls were opened at 7:00 a.m. and closed at 8:00 p.m.

The following named persons were duly sworn and performed the duties of election officers:

Precinct One—John F. Mara, Warden; Sandra Keach, Clerk; Richard C. Joyce, Edith L. Meehan, Beulah L. Noyes, B. Marie Phillips, Stephen F. Nolan, Jr., June H. Brousseu, Joan D. Donaghue, Barbara Walsh, Anne Marie Martin, Doris M. Anderson, Joanne Allison, Tellers.

Precinct Two—Frederick A. Wilde, Warden; Mary Nolan, Deputy Warden; Elizabeth A. Porter, Clerk; Eleanor T. Kent, Eileen V. LaPorte, Jean L. Harney, Patricia L. Dooley, Ballot Clerks; Dorothy M. Coneison, Mary P. Connolly, Joseph M. Camara, George L. Pearson, William J. Walsh, Henry C. Peterson, Tellers.

Precinct Three—Barbara W. Chase, Warden; Claire E. Willis, Deputy Warden; Kathleen Malley, Clerk; Rose M. Furlong, Barbara Randall, Constance J. Dumoulin, Josephine V. Peterson, Helen C. Oliver, Thelma A. Hammond, M. Patricia Burke, Marilyn L. Rogash, Louie G. Silva, Jeanne V. Silva, Paul J. Coleman, Tellers.

Precinct Four—Mary H. Norrman, Warden; Maureen E. Papineau, Deputy Warden; Filimona Malcosky, Clerk; Dorothy Lilja, Harriet E. Matheson, Anne C. Judge, Francis X. Mahoney, Audrey J. Bolster, Joseph A. Bolster, Marilyn S. Williams, Anne M. McCann, Jean H. Latham, Estelle J. Blackman, Harvey B. Blackman, Tellers.

Precinct Five—Beverly A. Phillips, Warden; Virginia G. Milano, Deputy Warden; Helena M. Luxton, Clerk; Sharon A. Phillips, Blanche B. Hicks, Helena E. Murphy, Vera V. Cruickshank, Carol Ann Betzer, Mary A. Conant, Winslow H. Conant, Jane A. Corsini, Barbara A. Beech, Donna Theresa Ryan, Ellen Clark, Tellers.

The number of ballots cast was as follows:

	Prec. 1	Prec. 2	Prec. 3	Prec. 4	Prec. 5	Total
Republican Party	247	314	175	215	225	1,176
Democratic Party	387	344	244	336	350	1,661
Total	634	658	419	551	575	2,837

The result of the election was as follows:

REPUBLICAN PARTY

PRESIDENTIAL PREFERENCE (VOTE FOR ONE)

Pierre S. duPont, IV	1	5	1	2	2	11
Marion G. (Pat) Robertson	10	21	7	8	18	64
George Bush	154	203	113	144	119	733
Alexander M. Haig, Jr.	0	2	1	2	2	7
Jack Kemp	16	19	20	14	12	81
Bob Dole	63	58	29	41	67	258
No Preference	2	3	4	1	4	14
Jesse Jackson	0	1	0	0	0	1
Blanks	1	2	0	3	1	7
Total	247	314	175	215	225	1,176

STATE COMMITTEE MAN (VOTE FOR ONE)

Michael F. Bergeron	69	105	66	65	59	364
Francis T. Crimmins, Jr.	138	163	78	114	117	600
Blanks	40	56	31	36	49	212
Total	247	314	175	215	225	1,176

STATE COMMITTEE WOMAN (VOTE FOR ONE)

Marion Curran Boch	61	63	49	63	65	301
Holly J.Robichaud	143	198	95	113	113	662
Blanks	43	53	31	39	47	213
Total	247	314	175	215	225	1,176

TOWN COMMITTEE (VOTE FOR NOT MORE THAN THIRTY-FIVE)

Andrew Alholm	130	1153	94	104	119	600
Enis Almquist	141	189	112	105	118	665
David Ames	172	223	122	132	146	795
August Arns	149	180	98	106	122	655
Nancy J. Arns	146	173	97	108	122	646
Willis G. Buck	145	194	110	119	147	715
Barbara W. Chase	136	171	103	118	122	646
Richard H. Chase	138	169	97	112	126	642
Deborah A. Darling	159	197	115	115	138	724
Sondra L. Dreystadt	139	172	97	111	120	639
John M. French	131	170	92	106	117	616
Frederick Gladstone	151	195	113	116	131	706
Carla A. Goodwin	135	160	98	109	131	633
Everett W. Hall	139	185	101	103	119	647
Gathry L. Hall	143	184	99	102	117	645
Charles Hammond	137	176	102	105	128	648
Thelma A. Hammond	127	1544	95	101	117	594
Richard W. Hill	149	183	107	119	127	685
John A. Keach, Jr.	161	208	111	134	143	757
Margaret M. Lameiras	130	162	92	99	113	596
Leon J. Lombardi	172	231	129	143	155	830
Charles J. Malcosky	138	182	111	123	124	678
Filimona Malcosky	134	173	107	118	121	653
Charles F. McCarthy, Jr.	155	201	110	122	127	715
Anne Marie Martin	144	175	102	112	123	656
Richard W. Martin	140	174	98	107	126	645
Richard W. Mayo	129	161	88	105	112	595
Barbara D. Neilsen	131	163	94	100	115	603
Philip O'Connell	137	175	93	103	122	630
Christine F. Reynolds	145	191	107	105	118	666
Jeffrey Leon Tufts	139	177	100	131	119	666
Anthony S. D. Watson	125	156	90	100	111	582
Wayne T. Whitney	128	154	91	98	113	584
John B. Foye	137	175	93	108	117	630
Blanks	3,703	4,743	2,568	3,623	3,535	18,172
Total	8,645	10,990	6,125	7,525	7,875	41,160

DEMOCRATIC PARTY

PRESIDENTIAL PREFERENCE (VOTE FOR ONE)

Michael S. Dukakis	212	194	113	179	216	914
Albert Gore, Jr.	22	17	22	19	27	107
Florenzo DiDonato	0	1	0	0	0	1
Paul Simon	14	17	5	16	13	65
Bruce Babbitt	2	2	0	2	0	6
Richard E. Gephardt	58	33	36	48	32	207
Jesse L. Jackson	67	60	46	61	56	290
Gary Hart	3	4	7	4	2	20
No Preference	5	3	8	4	1	21
George Bush	1	1	0	0	0	2
Blanks & Scattering	3	10	7	3	2	25
Total	387	344	244	336	350	1,661

STATE COMMITTEE MAN (VOTE FOR ONE)

William B. Keating	271	239	179	235	240	1,164
Blanks	116	105	65	101	110	497
Total	387	344	244	336	350	1,661

STATE COMMITTEE WOMAN (VOTE FOR ONE)

Anne M. Carney	261	233	172	235	229	1,130
Blanks	126	111	72	101	121	531
Total	387	344	244	336	350	1,661

TOWN COMMITTEE (VOTE FOR NOT MORE THAN THIRTY-FIVE)

James D. Mullen, Jr.	240	280	136	186	182	952
Mary P. Connolly	255	205	133	176	182	951
Ernest R. Camara	243	222	138	173	178	954
Frederick W. Clark, Jr.	207	182	126	174	177	866
John F. Mara	216	184	128	163	151	842
Maureen T. Curtin	240	205	127	168	186	925
Terry Starr-Klein	219	190	126	183	181	899
Kathleen M. Ettinger	197	167	119	173	156	812
Robert L. Ettinger	195	160	118	170	150	793
Leo F. Kent	225	192	122	164	157	860
Mary H. Norman	217	182	123	164	151	837
Paul M. Noonan	226	183	131	169	173	882
Robert J. Kane	239	225	154	192	184	994
Frederick A. Wilde	208	187	125	161	155	836
Helena M. Luxton	211	193	123	163	155	845
John M. Curtin	209	182	119	160	161	831
Helen P. Derby	210	183	123	163	155	834
Jonathan C. Rutley	188	158	115	157	142	760
Michael A. Norrman	201	174	119	152	150	796
Richard C. Joyce	199	165	117	158	150	789
Richard T. Howe	207	174	125	181	169	856
Jean H. Latham	205	172	121	179	158	835
Harvey D. Blackman	193	166	121	172	163	815
Estelle J. Blackman	195	169	124	170	163	821
Helen C. Oliver	204	175	129	170	152	830
June H. Brousseau	200	184	122	158	152	816
Dorothy M. Conceison	235	201	127	165	160	888
Richard B. Lane	196	175	125	168	166	830
William J. Morse	231	215	128	163	172	909
James D. Mullen	215	195	121	173	162	866
Dorothy S. Mullen	208	189	126	169	155	847
Peter F. Mullen	197	173	1125	1163	147	805
Louis G. Silva	221	203	139	173	169	905
Blanks & Scattering	6,2243	5,692	4,248	6,012	6,704	28,899
Total	13,545	12,040	8,540	11,760	12,250	58,135

A true record. Attest:
Esther C. Anderson, C.M.C
Town Clerk

ANNUAL TOWN ELECTION

MONDAY, APRIL 25, 1988

In accordance with the Warrant, the voters of the Town met at their respective polling places on Monday, April 25, 1988. The polls were opened at 8:00 a.m. and closed at 8:00 p.m.

The following named persons were duly sworn and performed the duties of election officers:

Precinct One—John F. Mara, Warden; Sandra Keach, Clerk; Stephen F. Nolan, B. Marie Phillips, Beulah L. Noyes, Edith L. Meehan, June H. Brousseau, Barbara Walsh, William J. Walsh, Doris E. Welch, Jean C. Barry, Thomas C. Barry, Anne Marie Martin, Joanne Allison, Denise A. Tremblay, William J. O'Connell, Esther E. Mahoney, Tellers.

Precinct Two—Frederick A. Wilde, Warden; Mary Nolan, Deputy Warden; Gathry L. Hall, Clerk; Alice F. Howard, Eileen V. LaPorte, Robert H. Rollins, Elizabeth A. Porter, Jean L. Harney, Inspectors; Joseph M. Camara, Dorothy M. Conceison, Mary P. Connolly, James L. Perkins, Virginia E. Rogers, George L. Pearson, Doris M. Anderson, Everett W. Hall, Elinor Rollins, Tellers.

Precinct Three—Barbara W. Chase, Warden; Claire E. Willis, Deputy Warden; Patricia Dooley, Clerk; Josephine V. Peterson, Barbara F. Randall, Rose M. Furlong, Constance J. Dumoulin, M. Patricia Burke, Evelyn R. Carlson, Jean F. Kalombratsos, Silvina F. Miller, Louis G. Silva, Diane C. Percy, Francis C. Reside, Tellers.

Precinct Four—Mary H. Norrman, Warden; Maureen L. Papineau, Deputy Warden; Filimona Malcosky, Clerk; Dorothy Lilja, Harriet E. Matheson, Marilyn S. Williams, Wendy Bergstrom Norrman, Francis X. Mahoney, Audrey J. Bolster, Joseph A. Bolster, Estelle J. Blackman, Harvey B. Blackman, Anne C. McCann, Ralph J. Theriault, Ernestine Theriault, Norma L. Reagan, Francis A. Reagan, Tellers.

Precinct Five—Beverly A. Phillips, Warden; Virginia G. Milano, Deputy Warden; Helena M. Luxton, Clerk; Helena E. Murphy, Blanche B. Hicks, Vera Cruickshank, Sharon Phillips, Carol Ann Betzer, Barbara a. Beech, Norma J. Phillips, Vera Debra Cruickshank, Clyde A. Craig, Jr., Evelyn M. Simpson, Jane A. Corsini, Ellen Clark, Donna Theresa Ryan, Estelle J. Marsan, Tellers.

The number of ballots cast was as follows:

Prec. 1	Prec. 2	Prec. 3	Prec. 4	Prec. 5	Total
991	1,098	574	619	901	4,183

The results of the election was as follows:

MODERATOR (Three Years) (One)

Richard C. Dailey	764	859	461	484	670	3,238
Blanks	227	239	113	135	231	945
Total	764	1,098	574	619	901	3,956

SELECTMEN (Three Years) (Two)

Richard B. Lane	428	460	342	336	464	2,030
James D. Mullen, Jr.	586	673	313	340	510	2,422
Leo R. Harlow	648	704	318	338	506	2,514
Blanks	320	359	175	224	322	1,400
Total	991	1,098	574	619	901	4,183

ASSESSOR (Three Years) (One)

John A. Keach, Jr.	747	863	443	467	656	3,176
Blanks	244	235	131	152	245	1,007
Total	991	1,098	574	619	901	4,183

SCHOOL COMMITTEE (Three Years) (One)

Carla A. Goodwin	554	598	320	435	601	2,508
Robert Nisenbaum	394	436	223	141	248	1,442
Blanks	43	64	31	43	52	233
Total	991	1,098	574	619	901	4,183

BOARD OF HEALTH (Three Years) (One)

Charles. P. Barboza	340	366	199	255	348	1,508
Kenneth F. Hurley	553	644	332	304	431	2,264
Blanks	98	88	43	60	122	411
Total	991	1,098	574	619	901	4,183

BOARD OF HEALTH (Two Years) (One)

James D. Craig	300	259	122	181	229	1,091
Kristina L. McGill	419	435	184	235	415	1,688
Ralph D. Peterson	226	351	232	153	176	1,138
Blanks	46	53	36	50	81	266
Total	991	1,098	574	619	901	4,183

HOUSING AUTHORITY (Five Years) (One)

Donald Meade	725	851	450	468	3,105	
Blanks	266	247	124	151	290	1,078
Total	991	1,098	574	619	901	4,183

FINANCE COMMITTEE (Three Years) (Not more than Five)

John L. Lardner	557	609	322	338	482	2,308
Philip O'Connell	629	708	348	349	491	2,525
Jeffrey Leon Tufts	606	677	348	410	478	2,518
John Rodenbush	573	602	331	336	473	2,315
Gerard Cyr	1	2	0	1	1	5
Daniel Morgado	0	3	0	1	1	5
Anthony Watson	0	4	0	0	1	5
Blanks & Scattering	2,589	2,885	1,521	1,660	2,578	11,233
Total	4,955	5,490	2,870	3,095	4,505	20,915

FINANCE COMMITTEE (One Year) (Not more than Two)

Fred DaCosta	645	699	386	407	554	2,691
Daniel Morgado	0	1	0	1	1	3
Priscilla Verdi	1	2	0	0	0	3
Blanks & Scattering	1,336	1,494	762	830	1,247	5,669
Total	1,982	2,196	1,148	1,238	1,802	8,366

QUESTION #1 (Prop 2 1/2 Override—Town)

Yes	214	226	119	140	191	890
No	746	838	441	463	693	3,181
Blanks	31	34	14	16	17	112
Total	991	1,098	574	619	901	4,183

QUESTION #2 (Prop 2 1/2 Override—School)

Yes	303	283	130	212	354	1,282
No	671	787	431	395	538	2,822
Blanks	17	28	13	12	9	79
Total	991	1,098	574	619	901	4,183

QUESTION #3 (Prop 2 1/2 Override—Roads)

Yes	266	269	130	163	253	1,081
No	669	800	428	438	631	2,996
Blanks	26	29	16	18	17	106
Total	991	1,098	574	619	901	4,183

A true copy. Attest:
Esther C. Anderson, C.M.C.
Town Clerk

COMMONWEALTH OF MASSACHUSETTS
MICHAEL JOSEPH CONNOLLY, SECRETARY
TOWN OF EASTON

Bristol, ss.

To either of the Constables of the Town of Easton.

GREETING:

In the name of the Commonwealth you are hereby required to notify and warn the inhabitants of said Town who are qualified to vote in Primaries to vote at:

Precinct One — Easton Jr. High School, Columbus Avenue
Precinct Two — Easton Jr. High School, Columbus Avenue
Precinct Three — Easton Center School, Depot Street
Precinct Four — Knights of Columbus Hall, Foundry Street
Precinct Five — Easton Baptist Church, Bay Road

on THURSDAY, THE FIFTEENTH DAY OF SEPTEMBER, 1988
from 7:00 a.m. to 8:00 p.m. for the following purposes:

To cast their votes in the State Primary for the candidates of political parties for the following offices:

U.S. SENATOR ..... For the Commonwealth
REPRESENTATIVE IN CONGRESS ..... Ninth Congressional District
COUNCILLOR ..... Second District
SENATOR IN GENERAL COURT ..... Norfolk & Bristol Senatorial Dist.
REPRESENTATIVE IN GENERAL COURT ..... Eighth Plymouth Rep. Dist. (Prec. 3, 4)
REPRESENTATIVE IN GENERAL COURT ..... First Bristol Rep. Dist. (Prec. 1, 2, 5)
CLERK OF COURTS ..... Bristol County
REGISTER OF DEEDS ..... Bristol County Northern District
COUNTY COMMISSIONER ..... Bristol County

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said meeting.

Given under our hands this 22nd day of August, 1988.
Bristol, ss. Easton, MA 8/31/88

Leo R. Harlow
James D. Mullen, Jr.
John J. Kent
William E. Morgan
Selectmen of Easton

By Virtue hereof and as within Directed, I have this Day Posted Attested Copies of This Warrant.

Roger McGloin
Constable

A true copy. Attest:
Esther C. Anderson, C.M.C.
Town Clerk

STATE PRIMARY

THURSDAY, SEPTEMBER 15, 1988

In accordance with the Warrant, the voters of the Town met at their respective polling places on Thursday, September 15, 1988. The polls were opened at 7:00 a.m. and closed at 8:00 p.m.

The following named persons were duly sworn and performed the duties of election officers:

Precinct One—John F. Mara, Warden; Sandra Keach, Clerk; Ellen Clark, B. Marie Phillips, Beulah L. Noyes, Stephen F. Nolan, Jr., Richard C. Joyce, Doris E. Welch, William J. O'Connell, Joan D. Donaghue, Jean C. Barra, Virginia E. Rogers, Barbara Walsh, Tellers.

Precinct Two—Frederick A. Wilde, Warden; Mary Nolan, Deputy Warden; Gathry L. Hall, Clerk; Esther E. Mahoney, Jean. L. Harney, Eileen V. LaPorte, Marilyn S. Williams, Robert H. Rollins, Ballot Clerks; Mary P. Connolly, William J. Walsh, Sadie McGarry, George L. Pearson, Mildred H. Pearson, Everett W. Hall, Elinor L. Rollins, Tellers.

Precinct Three—Barbara W. Chase, Warden; Claire E. Willis, Deputy Warden; Kathleen Malley, Clerk; Rose M. Furlong, Barbara F. Randall, Constance J. Dumoulin, Josephine V. Peterson, Tellers.

Precinct Four—Mary H. Norrman, Warden; Filimona Malcosky, Clerk; Mary T. Reardon, Dorothy Lilja, Francis X. Mahoney, Harriet E. Matheson, Wendy Bergstrom Norrman, Ralph J. Theriault, Ernestine Theriault, Harold V. Craig, Tellers.

Precinct Five—Beverly A. Phillips, Warden; Helena M. Luxton, Clerk; Blanche B. Hicks, Helena E. Murphy, Jane A. Connelly, Norma J. Phillips, Sharon A. Phillips, Tellers.

The number of ballots cast was as follows:

	Prec. 1	Prec. 2	Prec. 3	Prec. 4	Prec. 5	Total
Democratic Party	184	180	54	97	133	648
Republican Party	73	106	50	47	67	343
Total	257	286	104	144	200	991

The result of the Election was as follows:

DEMOCRATIC PARTY

SENATOR IN CONGRESS (ONE)

Edward M. Kennedy	141	149	44	79	105	518
Blanks	43	31	10	18	28	130
Total	184	180	54	97	133	648

REPRESENTATIVE IN CONGRESS (NINTH DISTRICT) (ONE)

John Joseph Moakley	151	164	50	84	115	564
Blanks	33	16	4	13	18	84
Total	184	180	54	97	133	648

COUNCILLOR (SECOND DISTRICT) (ONE)

Christopher A. Iannella, Jr.	123	141	41	75	92	472
Blanks	61	39	13	22	41	176
Total	184	180	54	97	133	648

SENATOR IN GENERAL COURT (NORFOLK & BRISTOL DISTRICT) (ONE)

William R. Keating	146	153	50	79	109	537
Blanks	38	27	4	18	24	111
Total	184	180	54	97	133	648

REPRESENTATIVE IN GENERAL COURT (FIRST BRISTOL DISTRICT) (ONE)

Richard N. Driscoll	138	150			104	392
Thomas J. Recupero	41	27			20	88
Blanks	5	3			9	17
Total	184	180			133	497

REPRESENTATIVE IN GENERAL COURT (EIGHTH PLYMOUTH DISTRICT) (ONE)

Daniel F. Clifford, Jr.			47	79		126
Blanks			7	18		25
Total			54	97		151

CLERK OF COURTS (BRISTOL COUNTY) (ONE)

William P. Grant	64	62	22	32	37	217
Thomas D. Lopes	22	29	10	12	14	87
Mary-Margaret Quinn	81	70	15	44	66	276
Blanks	17	19	7	9	16	68
Total	184	180	54	97	133	648

REGISTER OF DEEDS (BRISTOL NORTHERN DISTRICT) (ONE)

Joseph L. Amaral	81	95	31	60	54	321
Thomas L. McDonald, Jr.	81	68	18	30	62	259
Blanks	22	17	5	7	17	68
Total	184	180	54	97	133	648

COUNTY COMMISSIONER (BRISTOL COUNTY) (NOT MORE THAN TWO)

Patrick H. Harrington	122	132	38	54	91	437
Sylvester Sylvia	82	71	20	50	56	279
J. Mark Treadup	59	47	17	35	31	189
Blanks	105	110	33	55	88	391
Total	368	360	108	194	266	1,296

REPUBLICAN PARTY

SENATOR IN CONGRESS (ONE)

Joseph D. Malone	65	91	45	43	59	303
Blanks	8	15	5	4	8	40
Total	73	106	50	47	67	343

REPRESENTATIVE IN CONGRESS (NINTH DISTRICT) (ONE)

Blanks & Scattering	73	106	50	47	67	343
Total	73	106	50	47	67	343

COUNCILLOR (SECOND DISTRICT) (ONE)

Paul E. Downey	59	74	37	39	55	264
Blanks	14	32	13	8	12	79
Total	73	106	50	47	67	343

SENATOR IN GENERAL COURT (NORFOLK & BRISTOL DISTRICT) (ONE)

Blanks & Scattering	73	106	50	47	67	343
Total	73	106	50	47	67	343

REPRESENTATIVE IN GENERAL COURT (FIRST BRISTOL DISTRICT) (ONE)

William B. Vernon	72	103			65	240
Blanks & Scattering	1	3			2	6
Total	73	106			67	246

REPRESENTATIVE IN GENERAL COURT (EIGHTH PLYMOUTH DISTRICT) (ONE)

Jacqueline Lewis			46	46		92
Blanks			4	1		5
Total			50	47		97

CLERK OF COURTS (BRISTOL COUNTY) (ONE)

Blanks & Scattering	73	106	50	47	67	343
Total	73	106	50	47	67	343

REGISTER OF DEEDS (BRISTOL NORTHERN DISTRICT) (ONE)

Blanks & Scattering	73	106	50	47	67	343
Total	73	106	50	47	67	343

COUNTY COMMISSIONER (BRISTOL COUNTY) (NOT MORE THAN TWO)

Blanks & Scattering	146	212	100	94	134	686
Total	146	212	100	94	134	686

A true copy. Attest:
Esther C. Anderson, C.M.C.
Town Clerk

COMMONWEALTH OF MASSACHUSETTS

MICHAEL JOSEPH CONNOLLY, SECRETARY

TOWN OF EASTON

BRISTOL, SS.

To either of the Constables of the Town of Easton:

GREETING:

In the name of the Commonwealth you are hereby required to notify and warn the inhabitants of said Town who are qualified to vote in Elections to vote at:

Precinct One—East Jr. High School, Columbus Avenue
Precinct Two—Easton Jr. High School, Columbus Avenue
Precinct Three—Easton Center School, Depot Street
Precinct Four—Knights of Columbus Hall, Foundry Street
Precinct Five—Easton Baptist Church, Bay Road

on TUESDAY, THE EIGHTH DAY OF NOVEMBER 1988 from 7:00 a.m. to 8:00 p.m. for the following purpose:

To cast their votes in the State Election for the candidates for the following offices:

Electors of President and Vice President .....For the Commonwealth
U.S. Senator .....For the Commonwealth
Representative in Congress .....Ninth District
Councillor .....Second District
Senator in General Court .....Norfolk & Bristol District
Representative in General Court .....First Bristol District
Representative in General Court .....Eighth Plymouth District
Clerk of Courts .....Bristol County
Register of Deeds .....Bristol Northern District
County Commissioners .....Bristol County
Regional Vocational School Committee .....Southeastern Regional School District

QUESTIONS (Precincts 1, 2, 3, 4, 5)

#1—Increased Salaries for Certain State Officials
#2—Repealing the Prevailing Wage Law
3#—Regulating Treatment of Farm Animals
#4—Stopping Electric Power Plants that Produce Nuclear Waste

QUESTIONS (Precincts 3, 4)

#5—Preserving Outer Space; halting militarization of outer space; reinvesting taxpayer's money to support needs as housing, education, health care and environmental protection.

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said meeting.

Given under our hands this 24th day of October, 1988.

Leo R. Harlow
William D. Hardin
William E. Morgan
John J. Kent
James D. Mullen, Jr.
Selectmen of Easton

Bristol, ss. Easton, Mass. 10/28/88

By virtue hereof and as within directed, I have this day posted attested copies of this warrant.

Roger T. McGloin
Constable

A true copy. Attest:
Esther C. Anderson, C.M.C.
Town Clerk

STATE ELECTION

TUESDAY, NOVEMBER 8, 1988

In accordance with the Warrant, the voters of the Town met at their respective polling places on Tuesday, November 8, 1988. The polls were opened at 7:00 a.m. and closed at 8:00 p.m.

The following named persons were duly sworn and performed the duties of election officers:

Precinct One—John F. Mara, Warden; Sandra Keach, Clerk; Stephen F. Nolan, Jr., B. Marie Phillips, Beulah L. Noyes, Richard C. Joyce, Patricia L. Dooley, Ellen Clark, June H. Brousseau, Jean C. Barry, Thomas C. Barry, Anne Marie Martin, Doris E. Welch, Joann Allison, Joan D. Donaghue, John P. Vierira, Genevieve A. Winters, Denise A. Tremblay, William Sherr, Estelle M. Marsan, Patricia Griffiths, Jeannette M. Picchi, Tellers.

Precinct Two—Frederick A. Wilde, Warden; Gathry L. Hall, Clerk; Mary Nolan, Eileen V. LaPorte, Robert H. Rollins, Elizabeth A. Porter, Jean L. Harney, Esther C. Mahoney, Joseph M. Camara, Dorothy M. Conceison, Mary P. Connolly, Everett W. Hall, William J. Walsh, Barbara Walsh, George L. Pearson, Mildred H. Pearson, Virginia E. Rogers, Sadie McGarry, Elinor L. Rollins, Isabelle Petros, Irene E. Roberge, Terry Starr-Klein, Jean L. Williams, Anna A. Gibbs, Christine F. Reynolds, Tellers.

Precinct Three—Barbara W. Chase, Warden; Claire E. Willis, Deputy Warden; Kathleen Malley, Clerk; Josephine V. Peterson, Barbara F. Randall, Rose M. Furlong, Constance J. Dumoulin, Ella L. Porter, M. Patricia Burke, Louis G. Silva, Evelyn R. Carlson, Helen C. Oliver, Paul J. Coleman, Marilyn L. Rogash, Diane C. Percy, Frances C. Reside, Julianne M. Smith, Marie J. Graca, JoAnne Pilz, Carol A. Gear, Bena L. Rollilns, Royal H. Rollins, Jr., Tellers.

Precinct Four—Mary H. Norrman, Warden; Maureen L. Papineau, Deputy Warden; Filimona Malcosky, Clerk; Dorothy Lilja, Harriet E. Matheson, Wendy Bergstrom Norrman, Francis X. Mahoney, Marilyn S. Williams, Ralph J. Theriault, Ernestine Theriault, Estelle J. Blackman, Harry B. Blackman, Joseph A. Bolster, Audrey J. Bolster, Francis A. Reagan, Jr., Norma L. Reagan, Mary T. Reardon, Ruth Albert, Jerry Fitzgerald, Harold V. Craig, Jean H. Latham Cote, Bennie A. Moore, Anne M. McCann, Katherine C. Gill, Annie S. Thibodeau, Tellers.

Precinct Five—Beverly A. Phillips, Warden; Helena M. Luxton, Clerk; Helena E. Murphy, Blanche B. Hicks, Vera V. Cruickshank, Sharon A. Phillips, Jane A. Corsini, Clyde A. Craig, Donna Theresa Ryan, Winslow H. Conant, Carol Ann Betzer, Barbara A. Beech, Norma J. Phillips, Robert McLaughlin, Jane A. Connelly, E. Louise Vose, Jane W. Richardson, Madeline D. Muscillo, Linda R. Gouldrup, Evelyn D. DePaul, Mary A. Conant, Barbara E. Dolloff, Frederick Dolloff, Jr., Shirley S. Fikiet, Joseph A. Palano, Tellers.

The number of ballots cast was as follows:

	Prec. 1	Prec. 2	Prec. 3	Prec. 4	Prec. 5	Total
	2,130	1,919	1,330	1,991	2,043	9,413

The results of the election was as follows:

ELECTORS OF PRESIDENT & VICE PRESIDENT (ONE)

Bush & Quayle	1,246	1,139	8566	1,156	1,235	5,632
Dukakis & Bentsen	827	732	434	795	762	3,550
Fulani & Dattner	8	6	3	1	4	22
Paul & Marrou	21	15	15	17	21	89
Blanks	28	27	22	22	21	120
Total	2,130	1,919	1,330	1,991	2,043	9,413

SENATOR IN CONGRESS (ONE)

Edward M. Kennedy	1,171	1.027	665	1,151	1,159	5,173
Joseph D. Malone	901	842	640	786	829	3,998
Mary Fridley	6	12	1	10	7	36
Freda Lee Nason	10	8	5	6	15	44
Blanks	42	30	19	38	33	162
Total	2,130	1,919	1,330	1,991	2,043	9,413

REPRESENTATIVE IN CONGRESS (NINTH DISTRICT) (ONE)

John Joseph Moakley	1,572	1,434	980	1,514	1,472	6,972
Blanks	42	30	19	38	33	162
Total	2,130	1,919	1,330	1,991	2,043	9,413

COUNCILLOR (SECOND DISTRICT) (ONE)

Christopher I. Ianella, Jr.	9949	775	527	938	877	4,066
Paul E. Downey	893	876	624	801	874	4,068
Blanks	288	268	179	252	292	1,279
Total	2,130	1,919	1,330	1,991	2,043	9,413

SENATOR IN GENERAL COURT (NORFOLK & BRISTOL DISTRICT) (ONE)

William R. Keating	1,378	1,223	854	1,373	1,294	6,122
Thomas A. Riolo	516	497	320	418	540	2,291
Blanks	236	199	156	200	209	1,000
Total	2,130	1,919	1,330	1,991	2,043	9,413

REPRESENTATIVE IN GENERAL COURT (FIRST BRISTOL DISTRICT) (ONE)

William B. Vernon	930	998	1,000	2,928
Richard N. Driscoll	1,119	868	927	2,914
Blanks	81	53	116	250
Total	2,130	1,919	2,043	6,092

REPRESENTATIVE IN GENERAL COURT (EIGHTH PLYMOUTH DISTRICT) (ONE)

Jacqueline Lewis	794	1,037	1,831
Daniel F. Clifford, Jr.	424	758	1,182
Blanks	112	196	308
Total	1,330	1,991	3,321

CLERK OF COURTS (BRISTOL COUNTY) (ONE)

William P. Grant	1,454	1,298	929	1,441	1,352	6,474
Blanks	676	621	401	550	691	2,939
Total	2,130	1,919	1,330	1,991	2,043	9,413

REGISTER OF DEEDS (BRISTOL NORTHERN DISTRICT) (ONE)

Joseph L. Amaral	1,434	1,294	915	1,634	1,335	6,612
Blanks	696	625	415	357	708	2,801
Total	2,130	1,919	1,330	1,991	2,043	9,413

COUNTY COMMISSIONER (BRISTOL COUNTY) (ONE)

Patrick H. Harrington	1,329	1,174	829	1,277	1,211	5,820
Sylvester Sylvia	1,018	923	629	978	927	4,475
Blanks	1,913	1,741	1,202	1,727	1,948	8,531
Total	4,260	3,838	2,660	3,982	4,086	18,826

REGIONAL VOCATIONAL SCHOOL COMMITTEE (SOUTHEASTERN) (NOT MORE THAN FIVE)

Francis J. Cinelli, Jr.	932	859	608	1,014	931	4,344
Thomas W. Devine	9788	928	634	892	810	4,242
Robert A. Girardin	896	838	578	874	886	4,072
James. J. Leonard	936	820	570	868	879	4,073
Charles W. McDonald	985	940	668	1,041	976	4,610
David S. Mochi	734	694	507	796	755	3,486
Blanks	5,189	4,516	3,085	4,470	4,978	22,238
Total	10,650	9,595	6,650	9,955	10,215	47,065

QUESTION 1 (Increased Salaries for Certain State Officials)

Yes	993	936	624	862	998	4,413
No	1,112	1,586	1,148	1,666	1,689	7,201
Blanks	25	48	28	41	26	168
Total	2,130	1,919	1,330	1,991	2,043	9,413

QUESTION 2 (Repealing the Prevailing Wage Law)

Yes	993	936	624	862	998	4,413
No	1,112	947	686	1,101	1,027	4,873
Blanks	25	36	20	28	18	127
Total	2,130	1,919	1,330	1,991	2,043	9,413

QUESTION 3 (Regulating Treatment of Farm Animals)

Yes	473	381	282	481	446	2,063
No	1,615	1,492	1,012	1,468	1,564	7,151
Blanks	42	46	36	42	33	199
Total	2,130	1,919	1,330	1,991	2,043	9,413

QUESTION 4 (Stopping Nuclear Waste Electric Power Plants)

Yes	614	517	339	607	582	2,659
No	1,482	1,367	967	1,350	1,442	6,608
Blanks	34	35	24	34	19	146
Total	2,130	1,919	1,330	1,991	2,043	9,413

QUESTION 5 (PRECINCTS 3, 4) (Preserving Outer Space)

Yes	655	1,052	1,707
No	567	804	1,371
Blanks	108	135	243
Total	1,330	1,991	3,321

A true copy. Attest:
Esther C. Anderson, C.M.C.
Town Clerk

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